PO7 Wage Determination - NJ -atl-cape-cumb.txt WD 05-2345 (Rev.-12) was first posted on www.wdol.gov on 09/21/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of

Di rector Wage Determinations Revision No.: 12 Date Of Revision: 09/14/2010

Wage Determination No.: 2005-2345

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Coings Dangsita Daningd Fallow the Occupational Linking	
Fringe Benefits Required Follow the Occupational Listing	DATE
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	14 E2
01011 - Accounting Clerk I	14. 53
01012 - Accounting Clerk II	16. 31 18. 24
01013 - Accounting Clerk III	
01020 - Administrative Assistant	27. 42 20. 94
01040 - Court Reporter	
01051 - Data Entry Operator I	14. 22
01052 - Data Entry Operator II	15. 93
01060 - Dispatcher, Motor Vehicle	17. 92
01070 - Document Preparation Clerk	13. 66
01090 - Duplicating Machine Operator	13. 66
01111 - General Clerk I	13. 45
01112 - General Clerk II	14. 68
01113 - General Clerk III	16. 48
01120 - Housing Referral Assistant	24. 11
01141 - Messenger Couri er	12. 91
01191 - Order Clerk I	14. 81
01192 - Order Clerk II	15. 68
01261 - Personnel Assistant (Employment)	16. 56
01262 - Personnel Assistant (Employment) II	18. 52
01263 - Personnel Assistant (Employment) III	20. 64
01270 - Production Control Clerk	22. 74
01280 - Receptionist	14. 72
01290 - Rental Clerk	16. 83
01300 - Schedul er, Mai ntenance	17. 52
01311 - Secretary I	19. 12
01312 - Secretary II	21. 84
01313 - Secretary III	24. 11
01320 - Service Order Dispatcher	16. 76
01410 - Supply Technician	27. 02
01420 - Survey Worker	17. 92
01531 - Travel Clerk I	12. 87
01532 - Travel Clerk II	13. 61
01533 - Travel Clerk III	14. 53
01611 - Word Processor I	15. 91
01612 - Word Processor II	17. 86
01613 - Word Processor III	19. 98
05000 - Automotive Service Occupations	00 50
05005 - Automobile Body Repairer, Fiberglass	22. 53
05010 - Automotive Electrician	22. 35
05040 - Automotive Glass Installer	20. 34
05070 - Automotive Worker	21. 67
05110 - Mobile Equipment Servicer	19. 63
05130 - Motor Equipment Metal Mechanic	22. 81

PO7 Wage Determination - NJ -atl-cape-cumb.txt	
05160 - Motor Equipment Metal Worker	21. 22
05190 - Motor Vehicle Mechanic	22. 83
05220 - Motor Vehicle Mechanic Helper	18. 71
05250 - Motor Vehicle Upholstery Worker	20. 54
05280 - Motor Vehicle Wrecker	21. 22
05310 - Painter, Automotive	22. 14
05340 - Radiator Repair Specialist	21. 22
05370 - Tire Repairer	13. 58
05400 - Transmission Repair Specialist	23. 49
07000 - Food Preparation And Service Occupations	12 04
07010 - Baker 07041 - Cook I	13. 84 12. 99
07041 - COOK I 07042 - Cook II	13. 84
07070 - Dishwasher	9. 86
07130 - Food Service Worker	11. 22
07210 - Meat Cutter	19. 04
07260 - Waiter/Waitress	11. 05
09000 - Furniture Maintenance And Repair Occupations	11.00
09010 - Electrostatic Spray Painter	19. 42
09040 - Furni ture Handler	17. 39
09080 - Furni ture Refinisher	22. 85
09090 - Furni ture Refinisher Helper	19. 50
09110 - Furni ture Repairer, Minor	21. 21
09130 - Uphol sterer	22. 43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehi cles	12. 81
11060 - Elevator Operator	12. 33
11090 - Gardener	16. 09
11122 - Housekeeping Aide	12. 81
11150 - Jani tor	12. 81
11210 - Laborer, Grounds Maintenance	13. 67
11240 - Maid or Houseman	11. 29
11260 - Pruner	12. 83
11270 - Tractor Operator	15. 33
11330 - Trail Maintenance Worker 11360 - Window Cleaner	13. 67 13. 61
	13.01
12000 - Health Occupations 12010 - Ambulance Driver	17. 48
12010 - Amburance briver 12011 - Breath Alcohol Technician	20. 44
12012 - Certified Occupational Therapist Assistant	23. 94
12015 - Certified Physical Therapist Assistant	22. 60
12020 - Dental Assistant	18. 36
12025 - Dental Hygienist	34. 74
12030 - EKG Techni ci an	33. 35
12035 - El ectroneurodi agnosti c Technol ogi st	33. 35
12040 - Emergency Medical Technician	17. 48
12071 - Licensed Practical Nurse I	20. 15
12072 - Licensed Practical Nurse II	22. 05
12073 - Licensed Practical Nurse III	24. 57
12100 - Medical Assistant	14. 97
12130 - Medical Laboratory Technician	21. 17
12160 - Medical Record Clerk	15. 47
12190 - Medical Record Technician	17. 31
12195 - Medical Transcriptionist	17. 02
12210 - Nuclear Medicine Technologist	36. 14
12221 - Nursing Assistant I	10. 52 11. 83
12222 - Nursing Assistant II 12223 - Nursing Assistant III	12. 91
12224 - Nursing Assistant IV	14. 49
12235 - Optical Dispenser	21. 62
12236 - Optical Technician	16. 61
12250 - Optream rechmeran 12250 - Pharmacy Techni ci an	15. 13
12280 - Phl ebotomi st	14. 49
Page 2	/

P07 Wage Determination - NJ -atl-cape-cumb.txt 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations	29. 38 29. 51 32. 76 32. 76 39. 32 39. 32 47. 11 23. 50
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	20. 74 25. 72 31. 69 22. 72 28. 29 34. 79 32. 55 16. 83 28. 26
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician	18. 44 17. 94 20. 06 22. 37 18. 07 20. 54 25. 65 30. 62 37. 06 21. 70
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer IV (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst II (see 1) 14102 - Computer Systems Analyst III (see 1)	18. 50 20. 70 23. 07 25. 64 28. 39 27. 62
14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	18. 50 25. 64
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	33. 14 40. 11 48. 06 33. 14 32. 83 48. 06 24. 99 23. 41 29. 27 19. 71 19. 32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning Page 3	9. 93 9. 93 12. 54 9. 93 9. 93 9. 93

PO7 Wage Determination - NJ -atl-cape-cumb.txt	
16130 - Presser, Machine, Shirts	9. 93
16160 - Presser, Machine, Wearing Apparel, Laundry	9. 93
16190 - Sewing Machine Operator	13. 44
16220 - Tailor	14. 32
16250 - Washer, Machine	10. 81
19000 - Machine Tool Operation And Repair Occupations	04 00
19010 - Machine-Tool Operator (Tool Room)	21. 29
19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations	24. 23
21020 - Forklift Operator	19. 21
21030 - Material Coordinator	19. 55
21040 - Material Expediter	19. 55
21050 - Material Handling Laborer	12. 65
21071 - Order Filler	13. 73
21080 - Production Line Worker (Food Processing)	19. 21
21110 - Shi ppi ng Packer	16. 45
21130 - Shi ppi ng/Recei vi ng Cl erk 21140 - Store Worker I	16. 45 16. 93
21150 - Stock Clerk	19. 11
21210 - Tools And Parts Attendant	19. 21
21410 - Warehouse Specialist	19. 21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28. 72
23021 - Aircraft Mechanic I	27. 48
23022 - Aircraft Mechanic II	28. 72
23023 - Aircraft Mechanic III	30. 43
23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter	22. 62 25. 65
23060 - Aircraft Servicer	23. 98
23080 - Aircraft Worker	23. 30
23110 - Appliance Mechanic	23. 93
23120 - Bicycle Repairer	15. 11
23125 - Cable Splicer	32. 44
23130 - Carpenter, Maintenance	24. 40
23140 - Carpet Layer	24. 83
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	27. 23 24. 75
23182 - Electronics Technician Maintenance II	26. 66
23183 - Electronics Technician Maintenance III	27. 60
23260 - Fabric Worker	23. 98
23290 - Fire Alarm System Mechanic	25. 51
23310 - Fire Extinguisher Repairer	23. 10
23311 - Fuel Distribution System Mechanic	26. 89
23312 - Fuel Distribution System Operator	23. 16
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	21. 37 27. 48
23381 - Ground Support Equipment Servicer	23. 98
23382 - Ground Support Equipment Worker	23. 95
23391 - Gunsmith I	23. 10
23392 - Gunsmith II	24. 92
23393 - Gunsmith III	26. 76
23410 - Heating, Ventilation And Air-Conditioning	25. 17
Mechanic	24 15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26. 15
23430 - Heavy Equipment Mechanic	24. 73
23440 - Heavy Equipment Operator	27. 89
23460 - Instrument Mechanic	26. 76
23465 - Laboratory/Shelter Mechanic	25. 83
23470 - Laborer	15. 83
23510 - Locksmith	23. 29
23530 - Machinery Maintenance Mechanic	24. 32 25. 08
23550 - Machinist, Maintenance	23.08

P07 Wage Determination - NJ -atl-cape-cumb.txt	
23580 - Mai ntenance Trades Helper	18. 52
23591 - Metrology Technician I	26. 76
23592 - Metrology Technician II	27. 73
23593 - Metrology Technician III	28. 58
23640 - Millwright	26. 76
23710 - Office Appliance Repairer	23. 06
23760 - Painter, Maintenance	24. 18
23790 - Pi pefitter, Maintenance	30. 39
23810 - Plumber, Maintenance	26. 93
23820 - Pneudraulic Systems Mechanic	26. 76
23850 - Ri gger	26. 76
23870 - Scale Mechanic	25. 73
23890 - Sheet-Metal Worker, Maintenance	29. 49
23910 - Small Engine Mechanic	21. 06
23931 - Telecommūnications Mechanic I	27. 82
23932 - Telecommunications Mechanic II	28. 86
23950 - Telephone Lineman	28. 29
23960 - Welder, Combination, Maintenance	20. 91
23965 - Well Driller	24. 36
23970 - Woodcraft Worker	26. 76
23980 - Woodworker	23. 89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11. 15
24580 - Child Care Center Clerk	13. 90
24610 - Chore Aide	13. 56
24620 - Family Readiness And Support Services	15. 61
Coordinator	
24630 - Homemaker	17. 02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22. 28
25040 - Sewage Plant Operator	22. 82
25070 - Stationary Engineer	22. 28
25190 - Ventilation Equipment Tender	18. 37
25210 - Water Treatment Plant Operator	22. 82
27000 - Protective Service Occupations	10 (0
27004 - Alarm Monitor	19. 60
27007 - Baggage Inspector	13. 48
27008 - Corrections Officer	24. 29
27010 - Court Security Officer	27. 70 18. 63
27030 - Detection Dog Handler	
27040 - Detention Officer	24. 29
27070 - Firefighter	27. 25
27101 - Guard I	13.48
27102 - Guard II 27131 - Police Officer I	18. 63 28. 28
27131 - Police Officer II	31. 43
28000 - Recreation Occupations	31.43
	11. 46
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	12. 02
28043 - Carni val Equipment Worker	9. 76
28210 - Gate Attendant/Gate Tender	16. 04
28310 - Li feguard	12. 78
28350 - Park Attendant (Aide)	17. 94
28510 - Recreation Aide/Health Facility Attendant	11. 54
28515 - Recreation Specialist	18. 87
28630 - Sports Official	14. 29
28690 - Swimming Pool Operator	20. 24
29000 - Stevedoring/Longshoremen Occupational Services	20.27
29010 - Blocker And Bracer	24. 30
29020 - Hatch Tender	24. 30
29030 - Line Handler	24. 30
29041 - Stevedore I	23. 38
29042 - Stevedore II	25. 20

PO7 Wage Determination - NJ -atl-cape	-cumb.txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38. 17
30011 - Air Traffic Control Specialist, Station (HFO)		26. 31
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28. 98
30021 - Archeological Technician I		19. 23
30022 - Archeological Technician II		21. 57 28. 14
30023 - Archeologi cal Techni ci an III 30030 - Cartographi c Techni ci an		28. 27
30040 - Ci vi I Engi neeri ng Techni ci an		27. 94
30061 - Drafter/CAD Operator I		20. 33
30062 - Drafter/CAD Operator II		22. 75
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		25. 36 31. 21
30081 - Engineering Technician I		16. 38
30082 - Engineering Technician II		18. 19
30083 - Engineering Technician III		24. 23
30084 - Engineering Technician IV		29. 51
30085 - Engi neeri ng Techni ci an V 30086 - Engi neeri ng Techni ci an VI		35. 18 37. 71
30090 - Environmental Technician		26. 73
30210 - Laboratory Technician		25. 35
30240 - Mathematical Technician		28. 72
30361 - Paralegal /Legal Assistant I		18. 87 23. 37
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III		28. 59
30364 - Paral egal /Legal Assistant IV		34. 58
30390 - Photo-Ōptics Technician		28. 22
30461 - Technical Writer I		21. 04
30462 - Technical Writer II 30463 - Technical Writer III		25. 74 34. 45
30491 - Unexploded Ordnance (UXO) Technician I		24. 25
30492 - Unexploded Ordnance (UXO) Technician II		29. 35
30493 - Unexploded Ordnance (UXO) Technician III		35. 17
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		24. 25 24. 25
30620 - Weather Observer, Combined Upper Air Or		23. 26
Surface Programs		
30621 - Weather Observer, Senior		25. 85
31000 - Transportation/Mobile Equipment Operation Occupa- 31020 - Bus Aide		15. 22
31030 - Bus Driver		18. 56
31043 - Dri ver Couri er		18. 13
31260 - Parking and Lot Attendant		10.89
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver 31361 - Truckdriver, Light		12. 23 19. 00
31362 - Truckdri ver, Medium		19. 73
31363 - Truckdri ver, Heavy		19. 99
31364 - Truckdri ver, Tractor-Trailer		19. 99
99000 - Miscellaneous Occupations 99030 - Cashier		11. 80
99050 - Cashi ei 99050 - Desk Clerk		12. 64
99095 - Embal mer		26. 03
99251 - Laboratory Animal Caretaker I		12.64
99252 - Laboratory Animal Caretaker II		13. 13
99310 - Mortician 99410 - Pest Controller		31. 70 17. 02
99510 - Photofinishing Worker		14. 65
99710 - Recycling Laborer		18.85
99711 - Recycling Specialist		21. 14
99730 - Refuse Collector 99810 - Sales Clerk		17. 69 12. 66
99820 - School Crossing Guard		14. 21
Page 6		

PO7 Wage Determination - NJ -atl-cape-cumb.txt

99830 - Survey Party Chief	19. 61
99831 - Surveying Aide	13. 27
99832 - Surveying Technician	18. 22
99840 - Vending Machine Attendant	16. 45
99841 - Vending Machine Repairer	19. 22
99842 - Vending Machine Repairer Helper	16. 45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which Page 7

PO7 Wage Determination - NJ -atl-cape-cumb.txt requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.

PO7 Wage Determination - NJ -atl-cape-cumb.txt gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

P07 Wage Determination - NJ - Berg-Pass.txt WD 05-2347 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen | Director | Wage |

Division of Wage Determinations

Wage Determination No.: 2005-2347 Revision No.: 10 Date Of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing	DATE
OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RATE
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrătive Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49
01113 - General Clerk III	18. 82
01120 - Housing Referral Assistant	26. 92 12. 87
01141 - Messenger Courier 01191 - Order Clerk I	12. 67
01192 - Order Clerk II	21. 37
01261 - Personnel Assistant (Employment) I	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Order Dispatcher	19. 93
01410 - Supply Technician	30. 93
01420 - Survey Worker	21. 64
01531 - Travel Clerk I 01532 - Travel Clerk II	15. 98
01532 - Travel Clerk III	17. 31 18. 79
01611 - Word Processor I	17. 62
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13
05000 - Automotive Service Occupations	22. 10
05005 - Automobile Body Repairer, Fiberglass	26. 89
05010 - Automotive Electrician	28. 50
05040 - Automotive Glass Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	29. 68

P07 Wage Determination - NJ - Berg-Pass.txt	
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic	29. 68
05220 - Motor Vehicle Mechanic Helper	23. 29
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	15. 13
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations	27.00
07010 - Baker	18. 55
07041 - Cook I	15. 07
07042 - Cook II	16. 80
07070 - Di shwasher	9. 99
07130 - Food Service Worker	12. 77
07210 - Meat Cutter	19. 20
07260 - Waiter/Waitress	12. 67
09000 - Furniture Maintenance And Repair Occupations	12.07
09010 - Electrostatic Spray Painter	20. 17
09040 - Furni ture Handler	15. 44
09080 - Furni ture Refinisher	20. 17
09090 - Furni ture Refinisher Helper	16. 94
09110 - Furni ture Repai rer, Mi nor	18. 54
09130 - Uphol sterer	20. 17
11000 - General Services And Support Occupations	20.17
11030 - Cleaner, Vehicles	12. 94
11060 - Elevator Operator	12. 94
11090 - Gardener	19. 39
11122 - Housekeepi ng Ai de	15. 05
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 70
11240 - Maid or Houseman	13. 34
11260 - Pruner	14. 75
11270 - Tractor Operator	18. 43
11330 - Trail Maintenance Worker	15. 89
11360 - Window Cleaner	16. 95
12000 - Health Occupations	10. 73
12010 - Ambul ance Dri ver	21. 77
12010 - Alliburance Driver 12011 - Breath Alcohol Technician	22. 61
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Occupational Therapist Assistant	22. 28
12020 - Dental Assistant	16. 75
12025 - Dental Hygienist	35. 31
12030 - EKG Techni ci an	28. 65
12030 - Ekd Technician 12035 - Electroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician	21. 77
12071 - Li censed Practical Nurse I	21. 77
12071 - Licensed Fractical Nurse II	24. 34
12072 - Licensed Fractical Nurse III	24. 34
	16. 66
12100 - Medical Assistant	20. 63
12130 - Medical Laboratory Technician 12160 - Medical Record Clerk	18. 00
12100 - Medical Record Creik 12190 - Medical Record Technician	20. 55
12170 - Medical Record Technician	
12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist	19. 43 36. 93
12210 - Nucrear Medicine recinologist 12221 - Nursing Assistant I	36. 93 12. 37
12221 - Nursing Assistant I	13. 91
	15. 82
12223 - Nursing Assistant III	16. 79
12224 - Nursing Assistant IV	24. 64
12235 - Optical Dispenser 12236 - Optical Technician	
	16. 64 14. 58
12250 - Pharmacy Techni ci an 12280 - PhI ebotomi st	14. 58
12200 - 1111 600101111 31	10. 79

P07 Wage Determination - NJ - Berg-Pass.txt 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations	28. 08 32. 76 38. 41 38. 41 49. 39 49. 39 59. 22 26. 17
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - IIIustrator I 13042 - IIIustrator II 13043 - IIIustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	27. 03 33. 49 40. 95 25. 89 32. 88 38. 37 37. 25 15. 79 32. 65
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician	25. 62 23. 57 26. 35 29. 39 21. 29 24. 10 32. 88 36. 91 50. 36 24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst III (see 1)	19. 00 21. 26 23. 71 26. 69 29. 17 27. 56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 26. 69
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	39. 54 43. 75 52. 46 39. 54 35. 38 52. 46 32. 91 27. 17 32. 99 21. 77 21. 77
16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning Page 3	11. 62 11. 62 14. 30 11. 62 11. 62

P07 Wage Determination - NJ - Berg-Pass.txt	
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machine, Wearing Apparel, Laundry	11. 62
16190 - Sewing Machine Operator	15. 19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21. 77
19040 - Tool And Die Maker	24. 21
21000 - Materials Handling And Packing Occupations	1/ 0/
21020 - Forklift Operator 21030 - Material Coordinator	16. 96 23. 51
21040 - Material Expediter	23. 51
21050 - Material Expediter 21050 - Material Handling Laborer	14. 62
21071 - Order Filler	14. 92
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer	15. 28
21130 - Shi ppi ng/Recei vi ng Cl erk	15. 28
21140 - Store Worker I	15. 06
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29. 79
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III	30. 66 22. 71
23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter	23. 71
23060 - Aircraft, Faintei 23060 - Aircraft Servicer	24. 80
23080 - Aircraft Worker	25. 95
23110 - Appliance Mechanic	20. 93
23120 - Bi cycl e Repai rer	16. 33
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	29. 89
23140 - Carpet Layer	27. 98
23160 - El ectri ci an, _Mai ntenance	36. 84
23181 - Electronics Technician Maintenance I	24. 51
23182 - Electronics Technician Maintenance II	25. 26
23183 - Electronics Technician Maintenance III	26. 18
23260 - Fabric Worker	28. 00 22. 77
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	22. 77
23310 - Fire Extriguisher Repairer 23311 - Fuel Distribution System Mechanic	29. 00
23312 - Fuel Distribution System Operator	27. 20
23370 - General Maintenance Worker	24. 49
23380 - Ground Support Equipment Mechanic	27. 11
23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25. 95
23391 - Gunsmith I	22. 51
23392 - Gunsmith II	25. 12
23393 - Gunsmith III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic	20 02
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28. 93
23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 86
23465 - Laboratory/Shel ter Mechani c	26. 21
23470 - Laborer	14. 74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23. 76
23550 - Machinist, Maintenance	19. 74

	PO7 Wage Determination - NJ - Berg-Pass.txt	
23580	- Maintenance Trades Helper	16. 13
	- Metrology Technician I	30.86
23592	- Metrology Technician II	33. 21
23593	- Metrology Technician III	34. 43
23640	- Millwright	31. 22
23710	- Office Appliance Repairer	21.80
23760	- Painter, Maintenance	32. 02
23/90	- Pi pefi tter, Mai ntenance	32. 13
23810	- Plumber, Maintenance	30. 02
23820	- Pneudraulic Systems Mechanic	27. 25
23850	- Rigger	24. 36
	- Scale Mechanic	25. 12
	- Sheet-Metal Worker, Maintenance	29. 46 20. 24
23910	- Small Engine Mechanic - Telecommunications Mechanic I	30. 91
23731	- Telecommunications Mechanic II	32. 20
	- Tel ephone Li neman	32. 15
	- Welder, Combination, Maintenance	22. 17
23965	- Well Driller	23. 31
	- Woodcraft Worker	27. 25
	- Woodworker	18. 59
	Personal Needs Occupations	
	- Child Care Attendant	13.05
	- Child Care Center Clerk	16. 28
24610	- Chore Ai de	11. 81
24620	- Family Readiness And Support Services	15. 05
Coordi	nator	
	- Homemaker	17. 35
	Plant And System Operations Occupations	
	- Boiler Tender	29. 03
	- Sewage Plant Operator	25. 52
25070	- Stationary Engineer	29. 03
	- Ventilation Equipment Tender	23. 71
23210	- Water Treatment Plant Operator	25. 81
27000 - 1	Protective Service Occupations - Alarm Monitor	19. 12
	- Baggage Inspector	17. 12
	- Corrections Officer	30. 97
	- Court Security Officer	30. 66
27030	- Detection Dog Handler	20. 36
	- Detention Officer	30. 97
	- Firefighter	31. 42
27101	- Guard ĭ	17. 98
	- Guard II	20. 36
	- Police Officer I	32. 54
	- Police Officer II	35. 94
	Recreation Occupations	
28041	- Carni val Equi pment Operator	13. 29
	- Carni val Equi pment Repai rer	13. 84
	- Carni val Equpment Worker	10. 96
28210	- Gate Attendant/Gate Tender	16. 49
	- Li feguard	13.00
	- Park Attendant (Aide)	18.46
	Recreation Aide/Health Facility AttendantRecreation Specialist	13. 48 22. 84
	- Sports Official	14. 69
	- Swimming Pool Operator	20. 98
29000 -	Stevedoring/Longshoremen Occupational Services	20.70
29010	- Blocker And Bracer	27.64
	- Hatch Tender	27. 64
	- Li ne Handl er	27. 64
29041	- Stevedore I	26. 22
	- Stevedore II	32.84

PO7 Wage Determination - NJ - Berg-P	ass. txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40. 33
30011 - Air Traffic Control Specialist, Station (HFO)		27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30. 63
30021 - Archeological Technician I		21. 25
30022 - Archeological Technician II		24. 17 27. 27
30023 - Archeological Technician III 30030 - Cartographic Technician		30. 02
30040 - Ci vi I Engi neeri ng Techni ci an		25. 21
30061 - Drafter/CAD Operator I		21. 25
30062 - Drafter/CAD Operator II		25. 50
30063 - Drafter/CAD Operator III		28. 31
30064 - Drafter/CAD Operator IV		33. 24 19. 98
30081 - Engineering Technician I 30082 - Engineering Technician II		22. 47
30083 - Engineering Technician III		25. 28
30084 - Engineering Technician IV		31. 22
30085 - Engineering Technician V		38. 08
30086 - Engineering Technician VI		46. 20
30090 - Environmental Technician 30210 - Laboratory Technician		26. 21 21. 37
30240 - Mathematical Technician		30. 13
30361 - Paral egal /Legal Assistant I		23. 36
30362 - Paralegal/Legal Assistant II		28. 94
30363 - Paralegal /Legal Assistant III		35. 39
30364 - Paralegal/Legal Assistant IV		42. 84 27. 73
30390 - Photo-Optics Technician 30461 - Technical Writer I		26. 41
30462 - Technical Writer II		32. 29
30463 - Technical Writer III		39. 10
30491 - Unexploded Ordnance (UXO) Technician I		25. 63
30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III		31. 02 37. 18
30494 - Unexploded (UXO) Safety Escort		25. 63
30495 - Unexpl oded (UXO) Sweep Personnel		25. 63
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27. 96
Surface Programs	(222.2)	27 27
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupat	(see 2)	27. 27
31020 - Bus Ai de	LI OIIS	16. 40
31030 - Bus Driver		19.89
31043 - Dri ver Couri er		16. 75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver 31310 - Taxi Driver		17. 80 15. 35
31361 - Truckdri ver, Li ght		17. 80
31362 - Truckdri ver, Medium		20. 08
31363 - Truckdri ver, Heavy		24. 52
31364 - Truckdri ver, Tractor-Trailer		24. 52
99000 - Miscellaneous Occupations 99030 - Cashier		10. 53
99050 - Desk Clerk		13. 34
99095 - Embalmer		31. 12
99251 - Laboratory Animal Caretaker I		12. 72
99252 - Laboratory Animal Caretaker II		14. 70
99310 - Mortician 99410 - Pest Controller		34. 82 16. 49
99510 - Photofinishing Worker		16. 23
99710 - Recycling Laborer		19. 78
99711 - Recycling Specialist		24. 70
99730 - Refuse Collector		18.50
99810 - Sales Clerk 99820 - School Crossing Guard		14. 70 14. 08
Page 6		00

PO7 Wage Determination - NJ - Berg-Pass.txt

99830 - Survey Party Chief	23. 31
99831 - Surveying Aide	13. 87
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	17. 66
99841 - Vending Machine Repairer	21. 80
99842 - Vending Machine Repairer Helper	17. 66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

Page 7

PO7 Wage Determination - NJ - Berg-Pass.txt

- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A Page 8

PO7 Wage Determination - NJ - Berg-Pass.txt links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

PO7 Wage Determination - NJ -burl-cam-glouc.txt WD 05-2449 (Rev.-10) was first posted on www.wdol.gov on 09/21/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of

Wage Determination No.: 2005-2449 Revision No.: 10 Date Of Revision: 09/14/2010

Director Wage Determinations

States: New Jersey, Pennsyl vani a

Area: New Jersey Counties of Burlington, Camden, Gloucester Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery, Northampton, Philadelphia

Crippe Deposite Dequiped Calley the Occupational Lieting	
Fringe Benefits Required Follow the Occupational Listing	DATE
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	14 50
01011 - Accounting Clerk I	14. 53
01012 - Accounting Clerk II	16. 31
01013 - Accounting Clerk III	18. 24
01020 - Administrative Assistant	27. 42
01040 - Court_Reporter	21. 74
01051 - Data Entry Operator I	14. 22
01052 - Data Entry Operator II	15. 51
01060 - Dispatcher, Motor Vehicle	17. 92
01070 - Document Preparation Clerk	13. 66
01090 - Duplicating Machine Operator	13. 66
01111 - General Clerk I	13. 45
01112 - General Clerk II	14. 68
01113 - General Clerk III	16. 48
01120 - Housing Referral Assistant	24. 11
01141 - Messenger Courier	12. 91
01191 - Order Člerk I	14. 81
01192 - Order Clerk II	15. 68
01261 - Personnel Assistant (Employment) l	16. 56
01262 - Personnel Assistant (Employment) II	18. 52
01263 - Personnel Assistant (Employment) III	20. 64
01270 - Production Control Clerk	22. 74
01280 - Receptionist	14. 72
01290 - Rental Clerk	16. 83
01300 - Schedul er, Mai ntenance	17. 52
01311 - Secretary I	19. 12
01312 - Secretary II	21. 84
01313 - Secretary III	24. 11
01320 - Service Örder Dispatcher	16. 76
01410 - Supply Techni ci an	27. 02
01420 - Survey Worker	17. 92
01531 - Traveľ Clerk I	13. 42
01532 - Travel Clerk II	14. 10
01533 - Travel Clerk III	15. 03
01611 - Word Processor I	15. 91
01612 - Word Processor II	17. 86
01613 - Word Processor III	19. 98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22. 83
05010 - Automotive Electrician	22. 03
05040 - Automotive Glass Installer	20. 34
05070 - Automotive Worker	21. 11
D 4	

PO7 Wage Determination - NJ -burl-cam-glouc.txt 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05400 - Transmission Repair Specialist	19. 63 22. 81 21. 22 22. 83 18. 71 20. 54 21. 22 22. 14 21. 22 14. 89 23. 49
07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress	13. 05 12. 99 13. 84 9. 76 11. 55 17. 30 10. 10
09000 - Furni ture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furni ture Handler 09080 - Furni ture Refinisher 09090 - Furni ture Refinisher Helper 09110 - Furni ture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations	19. 40 17. 39 22. 85 19. 50 21. 21 19. 41
11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	12. 81 12. 33 16. 09 12. 81 12. 81 13. 67 11. 29 12. 83 15. 33 13. 76 13. 61
12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse II 12072 - Licensed Practical Nurse III 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant II 12222 - Nursing Assistant III 12223 - Optical Dispenser 12236 - Optical Technician	17. 48 20. 44 22. 91 22. 60 18. 36 32. 95 30. 31 17. 48 20. 15 22. 05 24. 57 14. 97 21. 17 15. 47 17. 00 17. 02 34. 99 10. 52 11. 83 12. 91 14. 49 21. 62 16. 60

	PO7 Wage Determination - NJ -burl-cam-	-glouc.txt	
	- Pharmacy Technician	3	15. 13
	- Phl ebotomi st		14. 49
12305	- Radi ol ogi c Technol ogi st		28. 02
	- Registered Nurse I		29. 51
	- Registered Nurse II Specialist		32. 76
	- Registered Nurse II, Specialist - Registered Nurse III		32. 76 39. 32
	- Registered Nurse III, Anesthetist		39. 32
	- Registered Nurse IV		47. 11
	- Scheduler (Drug and Alcohol Testing)		23. 50
13000 -	Information And Arts Occupations		
	- Exhibits Specialist I		21. 74
	- Exhibits Specialist II		28. 77
	- Exhibits Specialist III		35. 16
13041	- Illustrator I		22. 94
	- Illustrator II		30. 61
	- Illustrator III - Librarian		37. 43 31. 00
	- Library Aide/Clerk		16. 83
13054	- Library Information Technology Systems		27. 98
	strator		27.70
	- Li brary Techni ci an		17.62
	- Media Špecialist I		18. 35
	- Media Specialist II		20. 52
	- Media Specialist III		22. 88
	- Photographer I		17. 96
	- Photographer II		19. 97
13073	- Photographer III - Photographer IV		25. 04 30. 62
	- Photographer V		37. 06
13110	- Vi deo Tel econference Techni ci an		22. 29
	Information Technology Occupations		
	- Computer Operator I		18. 50
	- Computer Operator II		20. 70
	- Computer Operator III		23. 06
	- Computer Operator IV		25. 64
	- Computer Operator V	(000 1)	28. 39
	- Computer Programmer I	(see 1) (see 1)	
14072	- Computer Programmer II - Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		18. 50
14160	- Personal Computer Support Technician		25. 64
	Instructional Occupations	15	22 14
15010	 Aircrew Training Devices Instructor (Non-Rated Aircrew Training Devices Instructor (Rated) 	1)	33. 14 40. 11
	- Air Crew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot)		48. 06
	- Computer Based Training Specialist / Instructo	nr	33. 14
15060	- Educational Technologist	·•	30. 33
15070	- Flight Instructor (Pilot)		48.06
15080	- Graphic Artist		24. 99
	- Technical Instructor		24. 41
15095	- Technical Instructor/Course Developer		29.85
15110	- Test Proctor - Tutor		19. 71
15120	Laundry, Dry-Cleaning, Pressing And Related Occu	inati one	19. 71
	- Assembler	ιρατί ΟΠΟ	9. 77
	- Counter Attendant		9. 77
	- Dry Cleaner		12. 76
	- Finisher, Flatwork, Machine		9.77

P07 Wage Determination - NJ -burl-cam-glouc.txt	
16090 - Presser, Hand	9. 77
16110 - Presser, Machine, Drycleaning	9. 77
16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry	9. 77 9. 77
16190 - Sewing Machine Operator	13. 65
16220 - Tailor	14. 52
16250 - Washer, Machine	10. 80
19000 - Machine Tool Operation And Repair Occupations	20.24
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	20. 24 24. 23
21000 - Material's Handling And Packing Occupations	21.20
21020 - Forklift Operator	19. 21
21030 - Material Coordinator	20. 91
21040 - Material Expediter 21050 - Material Handling Laborer	20. 91 13. 92
21071 - Order Filler	13. 88
21080 - Production Line Worker (Food Processing)	19. 21
21110 - Shi ppi ng Packer	16. 45
21130 - Shi ppi ng/Recei vi ng Cl erk 21140 - Store Worker I	16. 45 16. 93
21150 - Stock Clerk	19. 11
21210 - Tools And Parts Attendant	19. 21
21410 - Warehouse Specialist	19. 21
23000 - Mechanics And Maintenance And Repair Occupations	24 75
23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I	26. 75 25. 74
23022 - Aircraft Mechanic II	26. 75
23023 - Aircraft Mechanic III	28. 12
23040 - Aircraft Mechanic Helper	20. 97
23050 - Aircraft, Painter 23060 - Aircraft Servicer	21. 66 22. 92
23080 - Aircraft Worker	23. 95
23110 - Appliance Mechanic	21. 01
23120 - Bicycle Repairer	15. 11
23125 - Cable Splicer 23130 - Carpenter, Maintenance	34. 08 24. 40
23140 - Carpet Layer	22. 57
23160 - Electrician, Maintenance	29. 02
23181 - Electronics Technician Maintenance I	25. 72
23182 - Electronics Technician Maintenance II 23183 - Electronics Technician Maintenance III	27. 03 27. 92
23183 - Electronics Technician Marittenance III 23260 - Fabric Worker	27. 92 21. 87
23290 - Fire Alarm System Mechanic	23. 71
23310 - Fire Extinguisher Repairer	22. 72
23311 - Fuel Distribution System Mechanic	26. 86
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	23. 17 21. 37
23380 - Ground Support Equipment Mechanic	25. 74
23381 - Ground Support Equipment Servicer	22. 92
23382 - Ground Support Equipment Worker	23. 95
23391 - Gunsmith I 23392 - Gunsmith II	22. 07 23. 77
23393 - Gunsmith III	25. 51
23410 - Heating, Ventilation And Air-Conditioning	25. 17
Mechani c	0/ 45
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26. 15
23430 - Heavy Equipment Mechanic	24. 33
23440 - Heavy Equipment Operator	27. 08
23460 - Instrument Mechanic	25. 03
23465 - Laboratory/Shel ter Mechani c 23470 - Laborer	24. 64 15. 83
23510 - Locksmith	23. 29
Danie 4	_0,

	PO7 Wage Determination - NJ -burl-cam-glouc.txt	
23530	- Machi nery Mai ntenance Mechani c	24. 32
23550	- Machinist, Maintenance	21. 24
	- Maintenance Trades Helper	18. 52
23591	- Metrology Technician I	25. 03
23592	- Metrology Technician II	26. 01
23593	- Metrology Technician III	26. 83
	- Millwright	25. 21
	- Office Appliance Repairer	23. 06
	- Painter, Maintenance	21. 97
23/90	- Pi pefi tter, Mai ntenance	30. 24
	- Plumber, Maintenance	26. 56
23820	- Pneudraulic Systems Mechanic	25. 51
23830	- Rigger	25. 51
	- Scale Mechanic	23. 77 26. 51
	- Sheet-Metal Worker, Maintenance - Small Engine Mechanic	18. 79
23710	- Tel ecommuni cati ons Mechani c I	25. 91
	- Tel ecommuni cations Mechanic II	26. 92
	- Tel ephone Li neman	28. 29
23960	- Welder, Combination, Maintenance	20. 91
	- Well Driller	23. 53
	- Woodcraft Worker	25. 51
	- Woodworker	19. 14
	Personal Needs Occupations	
24570	- Child Care Attendant	12.00
24580	- Child Care Center Clerk	14. 96
	- Chore Ai de	11. 62
	- Family Readiness And Support Services	14. 06
	i nator	
	- Homemaker	14. 79
	Plant And System Operations Occupations	22 72
	- Boiler Tender	22. 73
	- Sewage Plant Operator	22. 47
	- Stationary Engineer	22. 73 18. 74
	- Ventilation Equipment Tender - Water Treatment Plant Operator	22. 47
	Protective Service Occupations	22.47
	- Al arm Moni tor	20. 30
	- Baggage Inspector	13. 48
27008	- Corrections Officer	24. 29
	- Court Security Officer	27. 70
	- Detection Dog Handler	18. 81
	- Detention Officer	24. 29
27070	- Fi refi ghter	27. 25
	- Guard Ĭ	13. 48
	- Guard II	18. 81
	- Police Officer I	28. 28
	- Police Officer II	31. 43
	Recreation Occupations	44.47
	- Carnival Equipment Operator	11. 46
28042	- Carnival Equipment Repairer	12.02
	- Carni val Equpment Worker	9. 59
	- Gate Attendant/Gate Tender	16. 04 12. 78
	- Li feguard - Park Attendant (Ai de)	17. 94
	- Recreation Aide/Health Facility Attendant	11. 54
	- Recreation Specialist	22. 22
28630	- Sports Official	14. 29
	- Swimming Pool Operator	17. 23
29000 -	Stevedoring/Longshoremen Occupational Services	•
29010	- Blocker And Bracer	24. 30
	- Hatch Tender	24. 30
29030	- Li ne Handler	24. 30

PO7 Wage Determination - NJ -burl-cam	-gl ouc. txt	22 20
29041 - Stevedore I 29042 - Stevedore II		23. 38 25. 20
30000 - Technical Occupations	(0)	00 17
30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) (see 2)	38. 17 26. 31
30012 - Air Traffic Control Specialist, Terminal (HFO)) (see 2)	28. 98
30021 - Archeological Technician I		20. 33 22. 75
30022 - Archeological Technician II 30023 - Archeological Technician III		28. 18
30030 - Cartographic Technician		28. 27
30040 - Civil Engineering Technician		26. 15 20. 33
30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		20. 33
30063 - Drafter/CAD Operator III		25. 36
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		31. 21 18. 23
30082 - Engineering Technician II		20. 47
30083 - Engineering Technician III		23. 23
30084 - Engineering Technician IV 30085 - Engineering Technician V		28. 83 35. 18
30086 - Engi neeri ng Techni ci an VI		42. 58
30090 - Environmental Technician		21. 49 25. 35
30210 - Laboratory Technician 30240 - Mathematical Technician		28. 18
30361 - Paralegal/Legal Assistant I		19. 08
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III		23. 64 28. 92
30364 - Paralegal/Legal Assistant IV		34.64
30390 - Photo-Öptics Technician		28. 18
30461 - Technical Writer I 30462 - Technical Writer II		21. 76 26. 62
30463 - Technical Writer III		34. 22
30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II		24. 25 29. 35
30493 - Unexploded Ordnance (UXO) Technician III		35. 17
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		24. 25 24. 25
30620 - Weather Observer, Combined Upper Air Or	(see 3)	25. 36
Surface Programs		20 10
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupa	(see 3) ations	28. 18
31020 - Bus Ai de		15. 22
31030 - Bus Dri ver 31043 - Dri ver Couri er		19. 16 18. 13
31260 - Parking and Lot Attendant		10. 13
31290 - Shuttle Bus Driver		19.00
31310 - Taxi Driver 31361 - Truckdriver, Light		12. 01 19. 00
31361 - Truckdriver, Light 31362 - Truckdriver, Medium		19. 28
31363 - Truckdri ver, Heavy 31364 - Truckdri ver, Tractor-Trailer		19. 99 19. 99
99000 - Miscellaneous Occupations		17.77
99030 - Cashi er		11.80
99050 - Desk Clerk 99095 - Embalmer		12. 64 33. 77
99251 - Laboratory Animal Caretaker I		11. 48
99252 - Laboratory Animal Caretaker II 99310 - Mortician		12. 25 34. 20
99410 - Pest Controller		17. 02
99510 - Photofinishing Worker		14. 65
99710 - Recycling Laborer 99711 - Recycling Specialist		18. 72 21. 14
99730 - Refuse Collector		17. 57

PO7 Wage Determination - NJ -burl-cam-glouc.txt

99810 - Sales Clerk	12. 43
99820 - School Crossing Guard	11. 48
99830 - Survey Party Chief	20. 60
99831 - Surveying Aide	12. 23
99832 - Surveyi ng Techni ci an	18. 07
99840 - Vending Machine Attendant	14. 45
99841 - Vending Machine Repairer	16. 98
99842 - Vending Machine Repairer Helper	14. 45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer
Page 7

PO7 Wage Determination - NJ -burl-cam-glouc.txt

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms

PO7 Wage Determination - NJ -burl-cam-glouc.txt of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure Page 9

P07 Wage Determination - NJ -burl-cam-glouc.txt that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt WD 05-2353 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Director Wage Determinations

Wage Determination No.: 2005-2353 Revision No.: 10 Date Of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing	5.475
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	15 11
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrative Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16. 05 25. 79
01060 - Dispatcher, Motor Vehicle	25. 79 15. 56
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49 19. 01
01113 - General Clerk III	
01120 - Housing Referral Assistant	26. 92
01141 - Messenger Couri er	12. 87
01191 - Order Člerk I	16. 49
01192 - Order Clerk II	21. 31
01261 - Personnel Assistant (Employment)	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Örder Dispatcher	20. 50
01410 - Supply Technician	30. 93
01420 - Survey Worker	21. 64
01531 - Travel Clerk I	15. 98
01532 - Travel Clerk II	17. 31
01533 - Travel Clerk III	18. 79
01611 - Word Processor I	17. 62
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13
05000 - Automotive Service Occupations	00 40
05005 - Automobile Body Repairer, Fiberglass	28. 43
05010 - Automotive Electrician	28. 50
05040 - Automotive Glass Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	29. 68

Page 1

P07 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer	27. 31 29. 68 23. 15 26. 12 27. 31 28. 50 27. 31 17. 92
05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker	29. 68 17. 64 15. 07 16. 80 9. 45 12. 58
07210 - Meat Cutter 07260 - Wai ter/Wai tress 09000 - Furni ture Mai ntenance And Repair Occupations 09010 - Electrostatic Spray Painter 09040 - Furni ture Handler 09080 - Furni ture Refinisher 09090 - Furni ture Refinisher Helper	19. 20 12. 67 22. 00 16. 73 22. 00 18. 56
09110 - Furniture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener	20. 16 22. 00 12. 85 12. 85 19. 39
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	15. 70 15. 70 15. 89 13. 34 14. 75 19. 39 15. 89 16. 86
12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician	22. 53 22. 61 24. 12 22. 28 16. 75 35. 31 28. 65 28. 65
12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant I	20. 52 24. 34 24. 48 16. 66 20. 63 18. 00 20. 55 19. 09 36. 93 12. 37
12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - PhI ebotomist	13. 91 15. 82 16. 79 24. 64 16. 64 14. 58 16. 79

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt	
12305 - Radi ol ogi c Technol ogi st	28. 08
12311 - Registered Nurse I	32. 76
12312 - Registered Nurse II	38. 41
12313 - Registered Nurse II, Specialist	38. 41
12314 - Registered Nurse III	49. 39
12315 - Reğistered Nurse III, Anesthetist 12316 - Registered Nurse IV	49. 39 59. 22
12317 - Scheduler (Drug and Alcohol Testing)	26. 17
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27. 03
13012 - Exhibits Specialist II	33. 49
13013 - Exhibits Specialist III	40. 95
13041 - Illustrator I 13042 - Illustrator II	26. 51 33. 23
13043 - Illustrator III	40. 60
13047 - Li brari an	36. 42
13050 - Library Aide/Clerk	15. 79
13054 - Library Information Technology Systems	32. 65
Administrator	25 (2
13058 - Library Technician	25. 62
13061 - Media Špecialist I 13062 - Media Specialist II	23. 57 26. 35
13063 - Media Specialist III	29. 39
13071 - Photographer I	21. 29
13072 - Photographer II	24. 10
13073 - Photographer III	32. 88
13074 - Photographer IV	41. 88
13075 - Photographer V 13110 - Vi deo Tel econference Techni ci an	50. 02 24. 33
14000 - Information Technology Occupations	24. 33
14041 - Computer Operator I	19. 00
14042 - Computer Operator II	21. 26
14043 - Computer Operator III	23. 71
14044 - Computer Operator IV	26. 35
14045 - Computer Operator V 14071 - Computer Programmer I (see 1)	29. 17 27. 56
14077 - Computer Programmer II (see 1)	27.30
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	10.00
14150 - Peripheral Equipment Öperator 14160 - Personal Computer Support Technician	19. 00 26. 35
15000 - Instructional Occupations	20. 00
15010 - Aircrew Training Devices Instructor (Non-Rated)	39. 54
15020 - Aircrew Training Devices Instructor (Rated)	43. 75
15030 - Air Crew Training Devices Instructor (Pilot)	52. 46
15050 - Computer Based Training Specialist / Instructor	39. 54
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	35. 73 52. 46
15080 - Graphic Artist	31. 85
15090 - Technical Instructor	30. 07
15095 - Technical Instructor/Course Developer	36. 67
15110 - Test Proctor	23. 24
15120 - Tutor	23. 24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler	11. 62
16030 - Counter Attendant	11. 62
16040 - Dry Cleaner	14. 30
16070 - Finisher, Flatwork, Machine	11. 62
16090 - Presser, Hand	11. 62
16110 - Presser, Machi ne, Drycl eani ng Page 3	11. 62

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt	
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machine, Wearing Apparel, Laundry	11. 62
16190 - Sewing Machine Operator	15. 19
16220 - Tailor	16. 04
16250 - Washer, Machine	12. 60
19000 - Machine Tool Operation And Repair Occupations	20.00
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	20. 89 30. 07
21000 - Materials Handling And Packing Occupations	30.07
21020 - Forklift Operator	17. 28
21030 - Material Coordinator	23. 51
21040 - Material Expediter	23. 51
21050 - Material Handling Laborer	13. 57
21071 - Order Filler	14. 92
21080 - Production Line Worker (Food Processing)	17. 28
21110 - Shi ppi ng Packer	15. 28 15. 28
21130 - Shi ppi ng/Recei vi ng Clerk 21140 - Store Worker I	15. 26
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	18. 10
21410 - Warehouse Specialist	18. 10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29. 79
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III	30. 66 22. 98
23040 - Aircraft Mechanic Helper 23050 - Aircraft, Painter	26. 03
23060 - Aircraft Servicer	24. 93
23080 - Aircraft Worker	26. 07
23110 - Appliance Mechanic	23. 37
23120 - Bicycle Repairer	17. 92
23125 - Cable Splicer	36. 53
23130 - Carpenter, Maintenance	29. 89
23140 - Carpet Layer	27. 98
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	37. 18 24. 19
23182 - Electronics Technician Maintenance II	25. 36
23183 - Electronics Technician Maintenance III	26. 40
23260 - Fabric Worker	28. 00
23290 - Fire Alarm System Mechanic	23. 94
23310 - Fire Extinguisher Repairer	22. 51
23311 - Fuel Distribution System Mechanic	29. 00
23312 - Fuel Distribution System Operator	26. 13
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	23. 69 27. 11
23380 - Ground Support Equipment Servicer	24. 93
23382 - Ground Support Equipment Worker	26. 07
23391 - Gunsmi th I	22. 51
23392 - Gunsmith II	25. 12
23393 - Gunsmith III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic	20.02
23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 35
23465 - Laboratory/Shelter Mechanic	26. 21
23470 - Laborer	13. 74
23510 - Locksmith	20. 95
23530 - Machinery Maintenance Mechanic	23. 76
23550 - Machi ni st, Mai ntenance	19. 79

DO7 Wago Dotormination NI Ess Hud Morr Suss Union tyt	
P07 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt 23580 - Maintenance Trades Helper	15. 09
23591 - Metrology Technician I	30. 35
23592 - Metrology Technician II	31. 54
23593 - Metrology Technician III	32. 68
23640 - Millwright	30. 87
23710 - Office Appliance Repairer	22. 91
23760 - Painter, Maintenance	26. 50
23790 - Pi pefitter, Maintenance	31. 12
23810 - Plumber, Maintenance	31. 90
23820 - Pneudraulic Systems Mechanic	27. 25
23850 - Ri gger	25. 59
23870 - Scale Mechanic	25. 12
23890 - Sheet-Metal Worker, Maintenance	29. 46
23910 - Small Engine Mechanic	20. 07
23931 - Telecommunications Mechanic I	30. 91
23932 - Telecommunications Mechanic II	32. 20
23950 - Tel ephone Li neman	32. 90
23960 - Welder, Combination, Maintenance	22. 17
23965 - Well Driller	25. 11
23970 - Woodcraft Worker	27. 25
23980 - Woodworker	20. 41
24000 - Personal Needs Occupations	13. 05
24570 - Child Care Attendant 24580 - Child Care Center Clerk	16. 41
24610 - Chore Ai de	10. 41
24620 - Family Readiness And Support Services	14. 59
Coordi nator	14.57
24630 - Homemaker	20. 13
25000 - Plant And System Operations Occupations	20. 10
25010 - Boiler Tender	29. 03
25040 - Sewage Plant Operator	25. 19
25070 - Stationary Engineer	29. 03
25190 - Ventilatión Equipment Tender	23. 71
25210 - Water Treatment Plant Operator	25. 36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19. 12
27007 - Baggage Inspector	17. 98
27008 - Corrections Officer	30. 97
27010 - Court Security Officer	30. 66
27030 - Detection Dog Handler	20. 36
27040 - Detention Officer	30. 97
27070 - Firefighter	31. 42
27101 - Guard I	17. 98
27102 - Guard II	20. 36
27131 - Police Officer I 27132 - Police Officer II	32. 37 35. 94
28000 - Recreation Occupations	33. 94
28041 - Carni val Equi pment Operator	13. 27
28042 - Carni val Equi pment Repai rer	13. 85
28043 - Carni val Equipment Worker	10. 96
28210 - Gate Attendant/Gate Tender	16. 49
28310 - Li feguard	13. 40
28350 - Park Attendant (Aide)	18. 46
28510 - Recreation Aide/Health Facility Attendant	18. 95
28515 - Recreation Specialist	22. 88
28630 - Sports Official	14. 69
28690 - Swimming Pool Operator	20. 05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29. 08
29020 - Hatch Tender	29. 08
29030 - Line Handler	29. 08
29041 - Stevedore I	27. 56
29042 - Stevedore II	32. 96

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30041 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician 30210 - Laboratory Technician 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30369 - Photo-Optics Technician	40. 33 27. 82 30. 63 19. 69 22. 02 27. 27 25. 21 19. 69 22. 02 24. 55 30. 20 19. 98 22. 47 25. 28 31. 22 38. 08 46. 20 21. 65 21. 37 27. 04 23. 36 28. 94 35. 39 42. 84
30461 - Technical Writer I 30462 - Technical Writer II	26. 41 32. 29
30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 30620 - Weather Observer, Combined Upper Air Or (see 2) Surface Programs	39. 16 25. 63 31. 02 37. 18 25. 63 25. 63 24. 55
30621 - Weather Observer, Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	27. 27
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 31363 - Truckdriver, Heavy 31364 - Truckdriver, Tractor-Trailer 99000 - Miscellaneous Occupations	16. 40 21. 88 18. 39 10. 05 17. 81 13. 23 19. 53 20. 63 24. 52 24. 52
99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard	10. 53 13. 34 30. 19 12. 33 13. 11 34. 82 17. 08 16. 23 19. 78 22. 59 18. 36 14. 70 14. 08

P07 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt

99830 - Survey Party Chi ef 22.53

99831 - Surveying Ai de 16.33

99832 - Surveying Technician 20.42

99840 - Vending Machine Attendant 19.31

99841 - Vending Machine Repairer 22.06

99842 - Vending Machine Repairer Helper 19.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer Page 7

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, Page 8

PO7 Wage Determination - NJ -Ess-Hud-Morr-Suss-Union.txt unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

P07 Wage Determination - NJ -hunt-midd-some-warr.txt WD 05-2349 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of

Wage Determination No.: 2005-2349 Revision No.: 10 Date Of Revision: 09/01/2010

Director Wage Determinations

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrative Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49
01113 - General Clerk III	18. 82
01120 - Housing Referral Assistant	26. 92
01141 - Messenger Courier	12. 34
01191 - Order Člerk I	17. 35
01192 - Order Clerk II	21. 37
01261 - Personnel Assistant (Employment) l	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
	21. 57
01300 - Scheduler, Maintenance	21.37
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Örder Dispatcher	18. 55
01410 - Supply Techni ci an	30. 93
01420 - Survey Worker	21. 64
01531 - Traveľ Clerk I	14. 64
01532 - Travel Clerk II	15. 88
01533 - Travel Clerk III	17. 17
01611 - Word Processor I	17. 17
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29. 36
05010 - Automotive Electrician	28. 50
05040 - Automotive Glass Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	29. 68
and the second s	= 200

P07 Wage Determination - NJ -hunt-midd-some-warr.txt	
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper	29. 68 23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50 27. 31
05340 - Radiator Repair Specialist 05370 - Tire Repairer	17. 20
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations	10 00
07010 - Baker 07041 - Cook I	18. 00 15. 06
07042 - Cook II	16. 80
07070 - Dishwasher	9. 34
07130 - Food Service Worker 07210 - Meat Cutter	12. 02 19. 20
07260 - Waiter/Waitress	12. 67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21. 17
09040 - Furni ture Handler 09080 - Furni ture Refi ni sher	16. 74 21. 17
09090 - Furni ture Refini sher Helper	17. 77
09110 - Furniture Repairer, Minor	19. 47
09130 - Uphol sterer	21. 17
11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles	12. 94
11060 - Elevator Operator	12. 94
11090 - Gardener	19. 34
11122 - Housekeepi ng Ai de 11150 - Jani tor	15. 14 15. 70
11210 - Laborer, Grounds Maintenance	15. 89
11240 - Maid or Houseman	13. 34
11260 - Pruner 11270 - Tractor Operator	14. 75 18. 12
11330 - Trail Maintenance Worker	15. 89
11360 - Window Cleaner	16. 95
12000 - Health Occupations	22. 50
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	22. 61
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant 12025 - Dental Hygienist	16. 83 35. 31
12030 - EKG Techni ci an	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	22. 50 21. 76
12071 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48
12100 - Medical Assistant	16. 66
12130 - Medical Laboratory Technician 12160 - Medical Record Clerk	20. 63 18. 00
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	18. 33
12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant I	36. 93 12. 37
12222 - Nursing Assistant I	13. 91
12223 - Nursing Assistant III	15. 82
12224 - Nursing Assistant IV	16. 79
12235 - Optical Dispenser 12236 - Optical Technician	24. 64 16. 64
12250 - Pharmacy Technician	14. 58
12280 - Phlebotomist	16. 79
Page 2	

P07 Wage Determination - NJ -hunt-midd-some-warr.txt 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations	28. 08 32. 76 38. 41 38. 41 49. 39 49. 39 59. 22 26. 17
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator III 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	27. 03 33. 19 35. 62 25. 89 32. 08 35. 62 36. 42 15. 79 32. 65
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician	24. 10 20. 90 21. 56 23. 95 21. 29 24. 10 29. 53 36. 11 43. 69 24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer IV (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst III (see 1)	19. 00 21. 26 23. 71 26. 35 29. 17 27. 56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 26. 35
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	39. 54 43. 75 52. 46 39. 54 33. 25 52. 46 33. 72 31. 19 38. 04 25. 11 25. 11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning Page 3	10. 75 10. 75 13. 97 10. 75 10. 75 10. 75

PO7 Wage Determination - NJ -hunt-midd-some-warr.txt	10
16130 - Presser, Machine, Shirts	10. 75
16160 - Presser, Machine, Wearing Apparel, Laundry	10. 75
16190 - Sewing Machine Operator	14. 96
16220 - Tailor	15. 93
16250 - Washer, Machine	12. 02
19000 - Machine Tool Operation And Repair Occupations 19010 - Machine-Tool Operator (Tool Room)	20. 82
19040 - Tool And Die Maker	24. 21
21000 - Materials Handling And Packing Occupations 21020 - Forklift Operator	16. 96
21030 - Material Coordinator	23. 51
21040 - Material Expediter	23. 51
21050 - Material Handling Laborer	14. 24
21071 - Order Filler	13. 99
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shipping Packer	15. 28
21130 - Shi ppi ng/Recei vi ng Clerk	15. 28
21140 - Store Worker I	15. 06
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And Repair Occupations	16. 96
23010 - Aerospace Structural Welder	29. 79
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 58 30. 66
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	21. 15
23050 - Aircraft, Painter	26. 03
23060 - Aircraft Servicer	23. 86
23080 - Aircraft Worker	24. 93
23110 - Appliance Mechanic	23. 29
23120 - Bicycle Repairer	17. 14
23125 - Cable Splicer	36. 53
23130 - Carpenter, Maintenance	29. 89
23140 - Carpet Layer	27. 98
23160 - Electrician, Maintenance	36. 84
23181 - Electronics Technician Maintenance I	24. 37
23182 - Electronics Technician Maintenance II	25. 26
23183 - Electronics Technician Maintenance III	25. 32
23260 - Fabric Worker	28. 00
23290 - Fire Alarm System Mechanic	22. 02
23310 - Fire Extinguisher Repairer	22. 51
23311 - Fuel Distribution System Mechanic	29. 05
23312 - Fuel Distribution System Operator	26. 70
23370 - General Maintenance Worker	24. 67
23380 - Ground Support Equipment Mechanic	27. 11
23381 - Ground Support Equipment Servicer	23. 86
23382 - Ground Support Equipment Worker	24. 93
23391 - Gunsmith II	22. 51 25. 12
23393 - Gunsmith III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic 23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 86
23465 - Laboratory/Shel ter Mechani c	26. 21
23470 - Laborer	14. 74
23510 - Locksmith	20. 70
23530 - Machinery Maintenance Mechanic	23. 95
23550 - Machinist, Maintenance	19. 98

	PO7 Wage Determination - NJ -hunt-midd-some-warr.txt	
23580	- Mai ntenance Trades Helper	15. 09
	- Metrology Technician I	30. 34
	- Metrology Technician II	31. 53
23593	- Metrology Technician III	32. 67
23640	- Millwright	31. 22
	- Office Appliance Repairer	22. 16
23760	- Pai nter, Mai ntenance	26. 69
23790	- Pi pefi tter, Mai ntenance	33. 20
23810	- Plumber, Maintenance	32. 93
23820	- Pneudraulic Systems Mechanic	27. 25
23850	- Rigger	24. 36
23870	- Scale Mechanic	25. 12
	- Sheet-Metal Worker, Maintenance	29. 46
23910	- Small Engine Mechanic	19. 34
23931	- Telecommunications Mechanic I	30. 91
	- Telecommunications Mechanic II	32. 20
	- Tel ephone Li neman	32. 90
23960	- Welder, Combination, Maintenance	23. 01
	- Well Driller	25. 57
	- Woodcraft Worker	27. 25
	- Woodworker	21. 46
	Personal Needs Occupations	40.00
	- Child Care Attendant	13. 38
	- Child Care Center Clerk	16. 51
	- Chore Aide	11. 53
	- Family Readiness And Support Services	15. 08
Coordi		10 //
	- Homemaker	19. 66
	Plant And System Operations Occupations	20.02
	- Boiler Tender	29. 03 25. 19
	- Sewage Plant Operator	
25070	- Stationary Engineer	29. 03 23. 71
	- Ventilation Equipment Tender	26. 43
27000	- Water Treatment Plant Operator Protective Service Occupations	20. 43
27000 -	- Alarm Monitor	19. 12
	- Baggage Inspector	17. 12
	- Corrections Officer	30. 97
	- Court Security Officer	30. 66
27030	- Detection Dog Handler	19. 18
	- Detention Officer	30. 97
	- Firefighter	31. 42
27101	- Guard I	17. 98
	- Guard II	19. 18
	- Police Officer I	32. 37
	- Police Officer II	35. 94
	Recreation Occupations	
	- Carnival Equipment Operator	13. 28
28042	- Carnival Equipment Repairer	13.84
	- Carnival Equpment Worker	10. 96
28210	- Gate Attendant/Gate Tender	16. 49
28310	- Li feguard	13.00
	- Park Attendant (Aide)	18. 46
28510	- Recreation Aide/Health Facility Attendant	13. 48
	- Recreation Specialist	22. 22
	- Sports Official	14. 69
28690	- Swimming Pool Operator	12. 77
29000 -	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	27. 64
	- Hatch Tender	27. 64
	- Line Handler	27. 64
	- Stevedore I	26. 22
29042	- Stevedore II	30. 32

P07 Wage Determination - NJ -hunt-midd-se	ome-warr.txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40. 33
30011 - Air Traffic Control Specialist, Station (HFO)		27. 82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19. 73
30022 - Archeologi cal Techni ci an II 30023 - Archeologi cal Techni ci an III		22. 02 27. 27
30030 - Cartographi c Techni ci an		27. 27
30040 - Ci vi I Engi neeri ng Techni ci an		25. 21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22. 02
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		24. 55 30. 20
30081 - Engi neeri ng Techni ci an I		29. 62
30082 - Engi neeri ng Techni ci an II		22. 24
30083 - Engineering Technician III		25. 28
30084 - Engineering Technician IV		31. 22 38. 08
30085 - Engi neeri ng Techni ci an V 30086 - Engi neeri ng Techni ci an VI		46. 20
30090 - Environmental Technician		20. 55
30210 - Laboratory Technician		21. 37
30240 - Mathematical Technician		26. 78
30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II		23. 36 28. 94
30363 - Paral egal / Legal Assistant III		35. 39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Ōpti cs Techni ci an		27. 27
30461 - Technical Writer I		26. 41 32. 29
30462 - Technical Writer II 30463 - Technical Writer III		39. 17
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37. 18
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		25. 63 25. 63
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24. 55
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27. 27
31000 - Transportation/Mobile Equipment Operation Occupa 31020 - Bus Aide	LIONS	16. 40
31030 - Bus Dri ver		19. 89
31043 - Dri ver Couri er		16. 75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver 31310 - Taxi Driver		17. 80 13. 23
31361 - Truckdri ver, Light		17. 80
31362 - Truckdri ver, Medi um		18.87
31363 - Truckdri ver, Heavy		24. 52
31364 - Truckdri ver, Tractor-Trailer		24. 52
99000 - Miscellaneous Occupations 99030 - Cashier		10. 53
99050 - Desk Clerk		13. 34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		12. 33
99252 - Laboratory Animal Caretaker II 99310 - Mortician		13. 11 34. 44
99410 - Pest Controller		17. 74
99510 - Photofinishing Worker		16. 23
99710 - Recycling Laborer		19. 78
99711 - Recycling Specialist 99730 - Refuse Collector		22. 62 18. 36
99810 - Sales Clerk		14. 70
99820 - School Crossing Guard		14. 27
Page 6		

PO7 Wage Determination - NJ -hunt-midd-some-warr.txt

99830 - Survey Party Chi ef	25. 53
99831 - Surveying Ai de	15. 48
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	13. 66
99841 - Vending Machine Repairer	17. 44
99842 - Vending Machine Repairer Helper	14. 72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

PO7 Wage Determination - NJ -hunt-midd-some-warr.txt (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A Page 8

PO7 Wage Determination - NJ -hunt-midd-some-warr.txt links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2355 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Wage Determination No.: 2005-2355 Revision No.: 10 Date Of Revision: 09/01/2010

Di rector Wage Determinations

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing	DATE
OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RATE
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrătive Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49
01113 - General Clerk III	18. 82
01120 - Housing Referral Assistant	26. 92 12. 46
01141 - Messenger Courier 01191 - Order Clerk I	15. 52
01192 - Order Clerk II	17. 25
01261 - Personnel Assistant (Employment) I	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Order Dispatcher	21. 31
01410 - Supply Technician	30. 93
01420 - Survey Worker	21. 64
01531 - Travel Clerk I 01532 - Travel Clerk II	13. 50 14. 17
01532 - Travel Clerk III	14. 17 15. 10
01611 - Word Processor I	17. 62
01612 - Word Processor II	17. 02
01613 - Word Processor III	22. 13
05000 - Automotive Service Occupations	22. 10
05005 - Automobile Body Repairer, Fiberglass	24. 21
05010 - Automotive Electrician	28. 50
05040 - Automotive Glass Installer	27. 61
05070 - Automotive Worker	27. 61
05110 - Mobile Equipment Servicer	25. 23
05130 - Motor Equipment Metal Mechanic	29. 68

P07 Wage Determination - NJ - mercer.txt	
05160 - Motor Equipment Metal Worker	27. 61
05190 - Motor Vehicle Mechanic	29. 68
05220 - Motor Vehicle Mechanic Helper	24. 05
05250 - Motor Vehicle Upholstery Worker	26. 42
05280 - Motor Vehicle Wrecker	27. 61
05310 - Painter, Automotive	28. 80
05340 - Radiator Repair Specialist	27. 61
05370 - Tire Repairer	14. 60 29. 68
05400 - Transmission Repair Specialist	29.00
07000 - Food Preparation And Service Occupations 07010 - Baker	16. 41
07010 - Baker 07041 - Cook I	15. 41
07047 - Cook 1	16. 80
07070 - Di shwasher	9. 86
07130 - Food Service Worker	12. 77
07210 - Meat Cutter	19. 20
07260 - Waiter/Waitress	12. 67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20. 59
09040 - Furni ture Handler	15. 26
09080 - Furniture Refinisher	19. 39
09090 - Furni ture Refini sher Hel per	16. 60
09110 - Furni ture Repairer, Minor	17. 99
09130 - Uphol sterer	17. 53
11000 - General Services And Support Occupations	10.04
11030 - Cleaner, Vehicles	12. 94
11060 - Elevator Operator	12. 94
11090 - Gardener 11122 - Housekeepi ng Ai de	18. 71 15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 70
11240 - Maid or Houseman	13. 34
11260 - Pruner	14. 89
11270 - Tractor Operator	17. 68
11330 - Trail Maintenance Worker	15. 89
11360 - Window Cleaner	16. 80
12000 - Health Occupations	
12010 - Ambulance Driver	25. 29
12011 - Breath Alcohol Technician	24. 87
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant	16. 75
12025 - Dental Hygienist	35. 31
12030 - EKG Technician	28. 65 28. 65
12035 - Electroneurodi agnosti c Technol ogi st	25. 29
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	21. 76
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48
12100 - Medical Assistant	16. 66
12130 - Medical Laboratory Technician	20. 63
12160 - Medical Record Clerk	18. 71
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	19. 01
12210 - Nuclear Medicine Technologist	36. 93
12221 - Nursing Assistant I	12. 37
12222 - Nursing Assistant II	13. 91
12223 - Nursing Assistant III	15. 82
12224 - Nursing Assistant IV	16. 79
12235 - Optical Dispenser 12236 - Optical Technician	24. 64 16. 64
12250 - Optical Technician 12250 - Pharmacy Technician	14. 58
12280 - Philebotomist	16. 79
Page 2	10.77

PO7 Wage Determination - NJ - mercer.txt	
12305 - Radi ol ogi c Technol ogi st	28. 08
12311 - Registered Nurse I	32. 76
12312 - Registered Nurse II	38. 41
12313 - Reğistered Nurse II, Specialist 12314 - Registered Nurse III	38. 41 49. 39
12315 - Registered Nurse III, Anesthetist	49. 39
12316 - Registered Nurse IV	59. 22
12317 - Scheduler (Drug and Alcohol Testing)	26. 17
13000 - Information And Arts Occupations	27.02
13011 - Exhibits Specialist I	27. 03 33. 49
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	40. 95
13041 - Illustrator I	26. 51
13042 - Illustrator II	33. 23
13043 - Illustrator III	40. 66
13047 - Librarian	36. 15
13050 - Library Aide/Clerk 13054 - Library Information Technology Systems	15. 79 32. 65
Admi ni strator	32. 03
13058 - Li brary Techni ci an	25. 05
13061 - Media Špecialist I	23. 57
13062 - Media Specialist II	26. 35
13063 - Media Specialist III	29. 39 21. 29
13071 - Photographer I 13072 - Photographer II	24. 10
13073 - Photographer III	32. 88
13074 - Photographer IV	41. 76
13075 - Photographer V	45. 54
13110 - Vi deo Tel econference Techni ci an	24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I	19. 00
14042 - Computer Operator II	21. 26
14043 - Computer Operator III	23. 71
14044 - Computer Operator IV	26. 35
14045 - Computer Operator V	29. 17
14071 - Computer Programmer I (see 1)	
14072 - Computer Programmer II (see 1) 14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	10.00
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 28. 75
15000 - Instructional Occupations	20.75
15010 - Aircrew Training Devices Instructor (Non-Rated)	39. 54
15020 - Aircrew Training Devices Instructor (Rated)	43. 75
15030 - Air Crew Training Devices Instructor (Pilot)	52. 46
15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist	39. 54 34. 57
15070 - Flight Instructor (Pilot)	52. 46
15080 - Graphic Artist	35. 27
15090 - Technical Instructor	27. 17
15095 - Technical Instructor/Course Developer 15110 - Test Proctor	32. 84
15110 - Test Proctor 15120 - Tutor	21. 67 21. 67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	21.07
16010 - Assembler	9. 82
16030 - Counter Attendant	9. 82
16040 - Dry Cleaner	12. 95
16070 - Finisher, Flatwork, Machine	9. 82 9. 82
16090 - Presser, Hand 16110 - Presser, Machi ne, Drycl eani ng	9. 82 9. 82
Page 2	7. 02

P07 Wage Determination - NJ - mercer.txt	
16130 - Presser, Machine, Shirts	9. 82
16160 - Presser, Machine, Wearing Apparel, Laundry	9. 82
16190 - Sewing Machine Operator	13. 89
16220 - Tailor	14. 75
16250 - Washer, Machine	10. 83
19000 - Machine Tool Operation And Repair Occupations	22.45
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	22. 45 25. 59
21000 - Materials Handling And Packing Occupations	23.37
21020 - Forklift Operator	19. 96
21030 - Material Coordinator	23. 51
21040 - Material Expediter	23. 51
21050 - Material Handling Laborer	14. 07
21071 - Order Filler	15. 41
21080 - Production Line Worker (Food Processing)	19. 96
21110 - Shi ppi ng Packer	15. 28 15. 28
21130 - Shi ppi ng/Recei vi ng Cl erk 21140 - Store Worker I	15. 20
21150 - Stock Clerk	18. 56
21210 - Tools And Parts Attendant	18. 66
21410 - Warehouse Specialist	18. 66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31. 75
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 84
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	30. 71 21. 96
23050 - Aircraft, Painter	23. 33
23060 - Aircraft Servicer	23. 86
23080 - Aircraft Worker	24. 93
23110 - Appliance Mechanic	21. 33
23120 - Bicycle Repairer	14. 60
23125 - Cable Splicer	31. 92
23130 - Carpenter, Maintenance	29. 55
23140 - Carpet Layer	27. 05
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	36. 84 24. 19
23182 - Electronics Technician Maintenance II	25. 39
23183 - Electronics Technician Maintenance III	26. 96
23260 - Fabric Worker	28. 00
23290 - Fire Alarm System Mechanic	21. 80
23310 - Fire Extinguisher Repairer	22. 94
23311 - Fuel Distribution System Mechanic	29. 02
23312 - Fuel Distribution System Operator	27. 37 22. 57
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	27. 11
23381 - Ground Support Equipment Servicer	23. 86
23382 - Ground Support Equipment Worker	24. 93
23391 - Gunsmith I	22. 94
23392 - Gunsmith II	25. 04
23393 - Gunsmith III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic 23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility)	20. 93
23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 86
23465 - Laboratory/Shelter Mechanic	26. 21
23470 - Laborer	13. 99
23510 - Locksmith	20. 70
23530 - Machi nery Mai ntenance Mechani c 23550 - Machi ni st, Mai ntenance	23. 95 19. 74
23330 - Waltitellance	17.14

	P07 Wage Determination - NJ - mercer.txt	
22500		15. 98
	- Maintenance Trades Helper	30. 86
23391	- Metrology Technician I	33. 37
23392	- Metrology Technician II	
23373	- Metrology Technician III	34. 09
	- Millwright	29. 72
	- Office Appliance Repairer	21. 80
	- Painter, Maintenance	22. 59
	- Pipefitter, Maintenance	31. 75
	- Plumber, Maintenance	29. 96
23820	- Pneudraulic Systems Mechanic	27. 25
	- Rigger	24. 36
	- Scale Mechanic	25. 04
	- Sheet-Metal Worker, Maintenance	29. 46
23910	- <u>Small Engine Mechanic</u>	20. 32
	- Telecommunications Mechanic I	30. 03
	- Telecommunications Mechanic II	31. 10
	- Tel ephone Li neman	30. 03
	- Welder, Combination, Maintenance	22. 17
	- Well Driller	23. 98
23970	- Woodcraft Worker	26. 38
23980	- Woodworker	20. 56
24000 -	Personal Needs Occupations	
	- Child Care Attendant	13. 05
24580	- Child Care Center Clerk	16. 27
24610	- Chore Aide	11. 33
	- Family Readiness And Support Services	16. 30
	inator	
24630	- Homemaker	18. 08
	Plant And System Operations Occupations	
	- Boiler Tender	29.03
	- Sewage Plant Operator	25. 19
25070	- Stationary Engineer	29. 03
25190	- Ventilation Equipment Tender	24. 54
	- Water Treatment Plant Operator	25. 31
27000 -	Protective Service Occupations	20.0.
	- Alarm Monitor	19. 12
	- Baggage Inspector	17. 98
27007	- Corrections Officer	30. 97
	- Court Security Officer	30. 66
	- Detection Dog Handler	20. 36
	- Detention Officer	30. 97
	- Firefighter	31. 42
	- Guard I	17. 98
	- Guard II	20. 36
	- Police Officer I	32. 37
	- Police Officer II	35. 94
	Recreation Occupations	10 01
28041	- Carnival Equipment Operator	12. 91
	- Carni val Equi pment Repai rer	13. 49
28043	- Carnival Equpment Worker	10. 96
28210	- Gate Attendant/Gate Tender	16. 49
	- Li feguard	13.00
	- Park Attendant (Aide)	18. 46
	- Recreation Aide/Health Facility Attendant	14. 69
28515	- Recreation Specialist	19. 56
	- Sports Official	14. 69
28690	- Swimming Pool Operator	18. 46
29000 -	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	27. 55
	- Hatch Tender	27. 55
	- Line Handler	27. 55
	- Stevedore I	26. 15
29042	- Stevedore II	28. 31
	Page 5	

PO7 Wage Determination - NJ - merce	r. txt	
P07 Wage Determination - NJ - merce 30010 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30030 - Cartographic Technician III 30030 - Cartographic Technician III 30040 - Civil Engineering Technician 30040 - Civil Engineering Technician 30061 - Drafter/CAD Operator II 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician III 30086 - Engineering Technician VI 30086 - Engineering Technician VI 30090 - Environmental Technician 30210 - Laboratory Technician 30240 - Mathematical Technician 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant III 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30365 - Paralegal/Legal Assistant III 30366 - Technical Writer III 30461 - Technical Writer III 30462 - Technical Writer III 30493 - Unexploded Ordnance (UXO) Technician III	(see 2) (see 2) (see 2)	40. 33 27. 82 30. 63 20. 00 22. 02 27. 27 25. 21 19. 69 22. 47 25. 28 31. 22 38. 08 46. 20 22. 74 21. 37 26. 78 23. 36 28. 94 42. 84 27. 27 26. 41 35. 39 42. 47 27. 27 28. 31 29. 31 31. 32 31. 32 32. 47 35. 36 35. 39 42. 47 35. 36 37. 18
		25. 63 25. 63 24. 55
Surface Programs 30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupat		27. 27
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 31363 - Truckdriver, Heavy 31364 - Truckdriver, Tractor-Trailer		16. 06 18. 97 17. 02 10. 05 17. 80 18. 60 17. 80 18. 62 24. 52 24. 52
99000 - Miscellaneous Occupations 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard		10. 53 13. 34 30. 19 12. 33 12. 91 34. 44 16. 49 16. 23 19. 55 21. 96 18. 36 14. 70 15. 37

99830 - Survey Party Chief	23. 67
99831 - Surveying Aide	15. 50
99832 - Surveying Technician	20. 42
99840 - Vending Machine Attendant	20. 17
99841 - Vending Machine Repairer	22. 36
99842 - Vending Machine Repairer Helper	20. 04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer Page 7

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, Page 8

unless otherwise indicated. Čopies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

P07 Wage Determination - NJ - Mon - Ocean.txt WD 05-2351 (Rev.-9) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Division of Shirley F. Ebbesen Di rector

Wage Determinations

Wage Determination No.: 2005-2351 Revision No.: 9 Date Of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	IXIL
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrative Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I 01112 - General Clerk II	14. 82 17. 49
01112 - General Crerk III	17. 49
01120 - Housing Referral Assistant	26. 92
01141 - Messenger Courier	12. 87
01191 - Order Clerk I	15. 29
01192 - Order Clerk II	17. 07
01261 - Personnel Assistant (Employment) I	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Örder Dispatcher	19. 99 30. 93
01410 - Supply Technician 01420 - Survey Worker	21. 64
01531 - Travel Clerk I	13. 20
01532 - Travel Clerk II	14. 05
01533 - Travel Clerk III	14. 85
01611 - Word Processor I	17. 62
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27. 95
05010 - Automotive Electrician	28. 50
05040 - Automotive Glass Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	29. 68

PO7 Wage Determination - NJ - Mon - Ocean.txt	
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic	29. 68
05220 - Motor Vehicle Mechanic Helper	23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	14. 59
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations	10 55
07010 - Baker 07041 - Cook I	18. 55 15. 07
07041 - Cook I	16. 80
07070 - Di shwasher	11. 19
07130 - Food Service Worker	12. 77
07210 - Meat Cutter	19. 44
07260 - Wai ter/Wai tress	12. 67
09000 - Furniture Maintenance And Repair Occupations	12.07
09010 - Electrostatic Spray Painter	18. 44
09040 - Furni ture Handler	15. 61
09080 - Furni ture Refinisher	18. 44
09090 - Furni ture Refinisher Helper	15. 48
09110 - Furni ture Repai rer, Mi noʻr	16. 96
09130 - Upholsterer	19. 06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12. 94
11060 - Elevator Operator	12. 94
11090 - Gardener	19. 39
11122 - Housekeeping Aide	15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 89
11240 - Maid or Houseman	13. 34
11260 - Pruner	14. 75
11270 - Tractor Operator	18. 27
11330 - Trail Maintenance Worker 11360 - Window Cleaner	15. 89 16. 95
12000 - Health Occupations	10. 93
12010 - Ambulance Driver	22. 17
12011 - Breath Al cohol Techni ci an	22. 17
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant	16. 75
12025 - Dental Hygienist	35. 31
12030 - EKG Techni ci an	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician	22. 17
12071 - Liceňseď Practical Nurse I	19. 53
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48
12100 - Medical Assistant	16. 66
12130 - Medical Laboratory Technician	20. 63
12160 - Medical Record Clerk	18. 00
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	18. 33
12210 - Nuclear Medicine Technologist	36. 93
12221 - Nursing Assistant I	12. 37
12222 - Nursing Assistant II	13. 91 15. 82
12223 - Nursing Assistant III 12224 - Nursing Assistant IV	16. 79
12235 - Optical Dispenser	24. 64
12236 - Optical Dispenser 12236 - Optical Technician	16. 64
12250 - Optical Technician	14. 58
12280 - Phl ebotomi st	16. 79
Page 2	, ,

PO7 Wage Determination - NJ - Mon - Ocean.txt 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II, Specialist 12313 - Registered Nurse III, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations	28. 08 32. 76 38. 41 38. 41 49. 39 49. 39 59. 22 26. 17
13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - IIIustrator I 13042 - IIIustrator III 13043 - IIIustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	27. 03 33. 49 40. 95 27. 04 33. 23 40. 66 36. 42 15. 79 32. 65
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician	23. 36 22. 39 25. 16 27. 93 20. 06 24. 10 31. 90 37. 88 43. 69 24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst III (see 1)	19. 00 21. 26 23. 71 26. 35 29. 17 27. 56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 28. 75
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	39. 54 43. 75 52. 46 39. 54 36. 60 52. 46 30. 86 27. 17 31. 35 21. 13
16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning Page 3	10. 29 10. 29 12. 75 10. 29 10. 29 10. 29

PO7 Wage Determination - NJ - Mon - Ocean.txt	10. 20
16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry	10. 29 10. 29
16190 - Sewing Machine Operator	13. 58 14. 40
16220 - Tailor 16250 - Washer, Machine	11. 12
19000 - Machine Tool Operation And Repair Occupations	21. 74
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	21. 74 24. 21
21000 - Materials Handling And Packing Occupations	14 04
21020 - Forklift Operator 21030 - Material Coordinator	16. 96 23. 51
21040 - Material Expediter	23. 51 13. 99
21050 - Material Handling Laborer 21071 - Order Filler	14. 00
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer 21130 - Shi ppi ng/Recei vi ng Cl erk	15. 28 15. 28
21140 - Store Worker I	15. 06
21150 - Stock Clerk 21210 - Tools And Parts Attendant	18. 88 16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder	29. 63
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	29. 58 30. 66
23040 - Aircraft Mechanic Helper	22. 60
23050 - Aircraft, Painter 23060 - Aircraft Servicer	25. 97 23. 73
23080 - Aircraft Worker	24. 95
23110 - Appliance Mechanic 23120 - Bicycle Repairer	24. 11 14. 93
23125 - Cable Splicer	36. 53
23130 - Carpenter, Mai ntenance 23140 - Carpet Layer	29. 56 27. 62
23140 - Carpet Layer 23160 - El ectri ci an, Mai ntenance	36. 84
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II	24. 19 27. 62
23183 - Electronics Technician Maintenance III	28. 68
23260 - Fabric Worker	25. 86
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	22. 64 22. 51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	24. 41 23. 33
23380 - Ground Support Equipment Mechanic	27. 11
23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	23. 73 24. 95
23391 - Gunsmith I	22. 51
23392 - Gunsmith II 23393 - Gunsmith III	25. 12 27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic 23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	26. 10 34. 10
23460 - Instrument Mechanic	30. 86
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	26. 21 13. 74
23510 - Locksmith	20. 70
23530 - Machi nery Mai ntenance Mechani c 23550 - Machi ni st, Mai ntenance	23. 76 19. 74
. D	

P07 Wage Determination - NJ - Mon - Ocean.txt	
23580 - Mai ntenance Trades Helper	16. 11
23591 - Metrology Technician I	30. 35
23592 - Metrology Technician II	31. 54
23593 - Metrology Technician III	32. 62
23640 - Millwright	30. 36
23710 - Office Appliance Repairer	21. 80
23760 - Painter, Maintenance	22. 59
23790 - Pi pefitter, Maintenance	28. 93
23810 - Plumber, Maintenance	29. 26
23820 - Pneudraulic Systems Mechanic	27. 25
23850 - Ri gger	24. 36
23870 - Scale Mechanic	25. 12
23890 - Sheet-Metal Worker, Maintenance	29. 46
23910 - Small Engine Mechanic	18. 88
23931 - Telecommunications Mechanic I	29. 87
23932 - Telecommunications Mechanic II	31. 05
23950 - Telephone Lineman	29. 40
23960 - Welder, Combination, Maintenance	22. 17
23965 - Well Driller	22. 73
23970 - Woodcraft Worker	25. 89
23980 - Woodworker	17. 56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13. 05
24580 - Child Care Center Clerk	16. 27
24610 - Chore Aide	10. 49
24620 - Family Readiness And Support Services	14. 89
Coordinator	44.00
24630 - Homemaker	14. 99
25000 - Plant And System Operations Occupations	00.00
25010 - Boiler Tender	29. 03
25040 - Sewage Plant Operator	25. 19
25070 - Stationary Engineer	29. 03
25190 - Ventilation Equipment Tender	23. 71
25210 - Water Treatment Plant Operator	25. 19
27000 - Protective Service Occupations	10 12
27004 - Alarm Monitor	19. 12 17. 98
27007 - Baggage Inspector 27008 - Corrections Officer	30. 97
	30. 66
27010 - Court Security Officer 27030 - Detection Dog Handler	20. 36
27040 - Detention Officer	30. 97
27070 - Firefighter	31. 42
27101 - Guard I	17. 98
27102 - Guard II	20. 36
27131 - Police Officer I	32. 37
27132 - Police Officer II	35. 94
28000 - Recreation Occupations	00.71
28041 - Carnival Equipment Operator	13. 45
28042 - Carnival Equipment Repairer	14. 22
28043 - Carni val Equpment Worker	11. 19
28210 - Gate Attendant/Gate Tender	16. 49
28310 - Li feguard	13. 00
28350 - Park Attendant (Aide)	18. 46
28510 - Recreation Aide/Health Facility Attendant	14. 91
28515 - Recreation Specialist	19. 84
28630 - Sports Official	14. 69
28690 - Swimming Pool Operator	21. 52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker Änd Bracer	27. 64
29020 - Hatch Tender	27. 64
29030 - Li ne Handl er	27. 64
29041 - Stevedore I	25. 53
29042 - Stevedore II	27. 61

P07 Wage Determination - NJ - Mon - 0	cean. txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician 30210 - Laboratory Technician 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV 30390 - Photo-Optics Technician 30461 - Technical Writer III	(see 2) (see 2)	40. 33 27. 82 30. 63 19. 69 20. 44 27. 27 25. 21 19. 69 22. 02 24. 55 30. 20 19. 28 22. 03 24. 65 31. 22 38. 08 46. 20 22. 50 21. 37 26. 78 23. 36 28. 94 35. 39 42. 84 27. 27 26. 46 32. 35 39. 92
30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		25. 63 31. 02 37. 18 25. 63 25. 63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24. 55
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupat 31020 - Bus Aide	(see 3) tions	27. 27 16. 40
31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 31363 - Truckdriver, Heavy 31364 - Truckdriver, Tractor-Trailer 99000 - Miscellaneous Occupations		19. 89 16. 75 12. 93 17. 80 13. 51 17. 80 18. 87 24. 52 24. 52
99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard		10. 53 13. 34 30. 19 13. 64 14. 32 34. 82 16. 49 16. 23 22. 08 23. 50 19. 82 14. 70 14. 08

PO7 Wage Determination - NJ - Mon - Ocean.txt

99830 - Survey Party Chief	21. 47
99831 - Surveying Aide	12. 78
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	16. 40
99841 - Vending Machine Repairer	19. 12
99842 - Vending Machine Repairer Helper	16. 40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

PO7 Wage Determination - NJ - Mon - Ocean.txt

- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

PO7 Wage Determination - NJ - Mon - Ocean.txt there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

PO7 Wage Determination - NJ - Mon - Ocean.txt

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

PO7 Wage Determination - NJ - Salem.txt

WD 05-2097 (Rev. -12) was first posted on www.wdol.gov on 09/21/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Director Wage Determinations

wage Determination No.: 2005-2097
on of Revision No.: 12
Date Of Revision: 09/14/2010

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing	DATE
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	14 50
01011 - Accounting Clerk I	14. 53
01012 - Accounting Clerk II	16. 31
01013 - Accounting Clerk III	18. 24
01020 - Administrative Assistant	27. 42
01040 - Court Reporter	21. 74
01051 - Data Entry Operator I	14. 22 15. 51
01052 - Data Entry Operator II	17. 92
01060 - Dispatcher, Motor Vehicle	17. 92
01070 - Document Preparation Clerk	
01090 - Duplicating Machine Operator 01111 - General Clerk I	13. 66 13. 45
01112 - General Clerk II	14. 68
01113 - General Clerk III	16. 48
01120 - Housing Referral Assistant	24. 11
01141 - Messenger Couri er	12. 91
01191 - Order Clerk I	14.81
01192 - Order Clerk II	15. 68
01261 - Personnel Assistant (Employment)	16. 56 18. 52
01262 - Personnel Assistant (Employment) II	
01263 - Personnel Assistant (Employment) III	20. 64
01270 - Production Control Clerk	22. 74
01280 - Receptionist	14. 72
01290 - Rental Clerk	16. 83 17. 52
01300 - Scheduler, Maintenance	
01311 - Secretary I	19. 12
01312 - Secretary II	21. 84 24. 11
01313 - Secretary III	
01320 - Service Order Dispatcher	16. 76
01410 - Supply Technician	27. 02
01420 - Survey Worker 01531 - Travel Clerk I	17. 92
	13. 22
01532 - Travel Clark II	14. 16
01533 - Travel Clerk III	15. 16 15. 91
01611 - Word Processor I 01612 - Word Processor II	17. 86
01613 - Word Processor III	17. 66
05000 - Automotive Service Occupations	19. 90
05000 - Automobile Body Repairer, Fiberglass	22. 36
05005 - Automobile Body Repairer, Fibergrass 05010 - Automotive Electrician	22. 36
05040 - Automotive Electrician 05040 - Automotive Glass Installer	20. 34
05070 - Automotive Worker	20. 34
03070 - Automoti ve worker	۷۱. ۱۶

PO7 Wage Determination - NJ - Salem.txt 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer	19. 63 22. 81 21. 22 22. 83 18. 71 20. 54 21. 22 22. 14 21. 22 13. 58
05400 - Transmission Repair Specialist 07000 - Food Preparation And Service Occupations	23. 49
07010 - Baker	13. 05
07041 - Cook I	12. 99
07042 - Cook II 07070 - Dishwasher	13. 84 9. 76
07130 - Food Service Worker	11. 55
07210 - Meat Cutter	19. 04
07260 - Waiter/Waitress	10. 10
09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter	19. 40
09040 - Furni ture Handler	17. 39
09080 - Furniture Refinisher	22. 85
09090 - Furni ture Refi ni sher Hel per 09110 - Furni ture Repai rer, Mi nor	19. 50 21. 21
09130 - Uphol sterer	19. 41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12. 81 12. 33
11060 - Elevator Operator 11090 - Gardener	16. 09
11122 - Housekeepi ng Ai de	12. 81
11150 - Janitor	12. 81
11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman	13. 67 11. 29
11260 - Pruner	12. 83
11270 - Tractor Operator	15. 33
11330 - Trail Maintenance Worker 11360 - Window Cleaner	13. 76 13. 61
12000 - Health Occupations	13. 01
12010 - Ambulance Driver	17. 48
12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant	20. 44 22. 91
12015 - Certified Physical Therapist Assistant	22. 60
12020 - Dental Assistant	18. 36
12025 - Dental Hygienist 12030 - EKG Technician	32. 95 30. 31
12035 - Eko Technician 12035 - Electroneurodi agnosti c Technol ogi st	30. 31
12040 - Emergency Medical Technician	17. 48
12071 - Licensed Practical Nurse I	20. 15
12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III	22. 05 24. 57
12100 - Medical Assistant	14. 97
12130 - Medical Laboratory Technician	21. 14
12160 - Medical Record Clerk 12190 - Medical Record Technician	15. 47 17. 31
12195 - Medical Transcriptionist	17. 02
12210 - Nuclear Medicine Technologist	34. 99
12221 - Nursing Assistant I 12222 - Nursing Assistant II	10. 52 11. 83
12223 - Nursing Assistant III	12. 91
12224 - Nursing Assistant IV	14. 49
12235 - Optical Dispenser 12236 - Optical Technician	21. 62 16. 60
Page 2	10.00

PO7 Wage Determination - NJ -	- Salem.txt	
12250 - Pharmacy Technician		15. 13
12280 - Phlebotomist		14. 49
12305 - Radiologic Technologist		26. 93
12311 - Registered Nurse I 12312 - Registered Nurse II		29. 51 32. 76
12313 - Registered Nurse II, Specialist		32. 76
12314 - Registered Nurse III		39. 32
12315 - Registered Nurse III, Anesthetist		39. 32
12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)		47. 11 23. 50
13000 - Information And Arts Occupations		23. 30
13011 - Exhibits Specialist I		21. 66
13012 - Exhibits Specialist II		26. 74
13013 - Exhibits Specialist III 13041 - Illustrator I		31. 85 22. 72
13042 - Illustrator II		28. 98
13043 - Illustrator III		33. 08
13047 - Li brari an		32. 55
13050 - Library Aide/Clerk		16. 83
13054 - Library Information Technology Systems Administrator		28. 66
13058 - Li brary Techni ci an		18. 32
13061 - Media Specialist I		18. 36
13062 - Media Specialist II		20. 56
13063 - Media Specialist III		22. 88
13071 - Photographer I 13072 - Photographer II		17. 96 20. 21
13073 - Photographer III		25. 04
13074 - Photographer IV		30. 62
13075 - Photographer V		37.06
13110 - Video Teleconference Technician 14000 - Information Technology Occupations		21. 03
14041 - Computer Operator I		18. 50
14042 - Computer Operator II		20. 70
14043 - Computer Operator III		23. 06
14044 - Computer Operator IV		25. 64
14045 - Computer Operator V 14071 - Computer Programmer I	(see 1)	28. 39 27. 62
14072 - Computer Programmer II	(see 1)	27.02
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	(000 .)	18. 50
14160 - Personal Computer Support Technician		25. 64
15000 - Instructional Occupations	Datad)	22 14
15010 - Aircrew Training Devices Instructor (Non- 15020 - Aircrew Training Devices Instructor (Rate	kateu) d)	33. 14 40. 11
15030 - Air Crew Training Devices Instructor (Pil		48. 06
15050 - Computer Based Training Specialist / Inst		33. 14
15060 - Educational Technologist		30. 33
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist		48. 06 24. 99
15090 - Technical Instructor		24. 41
15095 - Technical Instructor/Course Developer		29. 85
15110 - Test Proctor		19. 71
15120 - Tutor	Occupations	19. 71
16000 - Laundry, Dry-Cleaning, Pressing And Related 16010 - Assembler	occupations	9. 07
16030 - Counter Attendant		9. 07
16040 - Dry Cleaner		10. 99
16070 - Finisher, Flatwork, Machine		9. 07

PO7 Wage Determination - NJ - Salem.txt	
16090 - Presser, Hand	9. 07
16110 - Presser, Machine, Drycleaning	9. 07
16130 - Presser, Machine, Shirts 16160 - Presser, Machine, Wearing Apparel, Laundry	9. 07 9. 07
16190 - Sewing Machine Operator	11. 71
16220 - Tailor	12. 51
16250 - Washer, Machine	9. 79
19000 - Machine Tool Operation And Repair Occupations	20.04
19010 - Machine-Tool Operator (Tool Room) 19040 - Tool And Die Maker	20. 94 24. 29
21000 - Material's Handling And Packing Occupations	21.27
21020 - Forklift Operator	19. 21
21030 - Material Coordinator	20. 91
21040 - Material Expediter 21050 - Material Handling Laborer	20. 91 12. 78
21071 - Order Filler	13. 73
21080 - Production Line Worker (Food Processing)	19. 21
21110 - Shi ppi ng Packer	16. 45
21130 - Shi ppi ng/Recei vi ng Clerk 21140 - Store Worker I	16. 45 14. 39
21150 - Stock Clerk	19. 11
21210 - Tools And Parts Attendant	19. 21
21410 - Warehouse Specialist	19. 21
23000 - Mechanics And Maintenance And Repair Occupations	24 75
23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I	26. 75 25. 74
23022 - Aircraft Mechanic II	26. 75
23023 - Aircraft Mechanic III	28.06
23040 - Aircraft Mechanic Helper	19. 86
23050 - Aircraft, Painter 23060 - Aircraft Servicer	23. 81 22. 76
23080 - Aircraft Worker	21. 61
23110 - Appliance Mechanic	21. 01
23120 - Bi cycl e Repairer	16. 17
23125 - Cable Splicer 23130 - Carpenter, Maintenance	31. 33 24. 40
23140 - Carpet Layer	22. 57
23160 - Electrician, Maintenance	28. 70
23181 - Electronics Technician Maintenance I	25. 72
23182 - Electronics Technician Maintenance II	27. 79 29. 80
23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	20. 10
23290 - Fire Alarm System Mechanic	23. 71
23310 - Fire Extinguisher Repairer	21. 37
23311 - Fuel Distribution System Mechanic	26. 89
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	22. 07 21. 37
23380 - Ground Support Equipment Mechanic	25. 74
23381 - Ground Support Equipment Servicer	22. 76
23382 - Ground Support Equipment Worker	21. 61
23391 - Gunsmith I 23392 - Gunsmith II	21. 37 23. 77
23393 - Gunsmi th III	25. 51
23410 - Heating, Ventilation And Air-Conditioning	25. 17
Mechanic 23411 - Heating, Ventilation And Air Contditioning	26. 15
Mechanic (Research Facility)	20. 15
23430 - Heavy Equipment Mechanic	24. 33
23440 - Heavy Equipment Operator	27. 08
23460 - Instrument Mechanic	25. 03
23465 - Laboratory/Shel ter Mechani c 23470 - Laborer	24. 46 15. 44
23510 - Locksmith	23. 29
Page 4	

	P07 Wage Determination - NJ - Salem.txt	
23530	- Machinery Maintenance Mechanic	24. 32
23550	- Machi ni st, Mai ntenance	23. 37
23580) - Maintenance Trades Helper	18. 52
23591	- Metrology Technician I	25. 03
23592	! - Metrology Technician II	26. 01
23593	- Metrology Technician III	26. 83
) - Millwright	25. 21
) - Office Appliance Repairer	23. 06
	- Painter, Maintenance	21. 97
23/90) - Pi pefi tter, Mai ntenance	30. 24
) - Plumber, Maintenance	26. 77
23820	- Pneudraulic Systems Mechanic	25. 51
23830) - Rigger	25. 51
) - Scale Mechanic) - Sheet-Metal Worker, Maintenance	23. 77 26. 51
) - Small Engine Mechanic	18. 79
23910	- Tel ecommunications Mechanic I	25. 91
	2 - Tel ecommuni cations Mechanic II	26. 92
	- Tel ephone Li neman	28. 29
23960	- Welder, Combination, Maintenance	20. 91
	- Well Driller	23. 10
	- Woodcraft Worker	25. 51
) - Woodworker	19. 28
24000 -	Personal Needs Occupations	
24570) - Child Care Attendant	12. 00
24580	o - Child Care Center Clerk	14. 97
) - Chore Aide	10. 88
	Family Readiness And Support Services	14. 06
	linator	
	- Homemaker	16. 64
	Plant And System Operations Occupations	22.02
	- Boiler Tender	23. 83
) - Sewage Plant Operator	22. 82
) - Stationary Engineer Nontiliation Equipment Tender	23. 83 18. 03
) - Ventilation Equipment Tender) - Water Treatment Plant Operator	22. 82
	Protective Service Occupations	22.02
	- Alarm Monitor	20. 30
	- Baggage Inspector	13. 48
27008	3 - Corrections Officer	24. 29
	- Court Security Officer	27. 70
	- Detection Dog Handler	19. 14
) - Detention Officer	24. 29
27070) - Firefighter	27. 25
27101	- Guard Ĭ	13. 48
	e - Guard II	19. 14
	- Police Officer I	28. 28
	2 - Police Officer II	31. 43
	Recreation Occupations	44.40
28041	- Carnival Equipment Operator	11. 43
28042	2 - Carnival Equipment Repairer	12. 02
	- Carnival Equpment Worker	9. 59
) - Gate Attendant/Gate Tender	16. 04 12. 78
) - Li feguard) - Park Attendant (Ai de)	17. 94
	- Recreation Aide/Health Facility Attendant	11. 54
	- Recreation Specialist	22. 22
28630) - Sports Official	14. 29
) - Swimming Pool Operator	16. 68
29000 -	Stevedoring/Longshoremen Occupational Services	. 5. 55
29010	- Blocker And Bracer	24. 30
	- Hatch Tender	24. 30
29030) - Line Handler	24. 30

PO7 Wage Determination - NJ - Sale	em. txt	
29041 - Stevedore I		23. 38
29042 - Stevedore II		25. 20
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38. 17
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26. 31
30012 - Air Traffic Control Specialist, Terminal (HFO)		28. 98
30021 - Archeological Technician I		20. 13
30022 - Archeological Technician II		22. 75
30023 - Archeological Technician III		28. 18
30030 - Cartographic Technician		28. 81 23. 40
30040 - Civil Engineering Technician 30061 - Drafter/CAD Operator I		20. 33
30062 - Drafter/CAD Operator II		22. 75
30063 - Drafter/CAD Operator III		25. 43
30064 - Drafter/CAD Operator IV		31. 30
30081 - Engineering Technician I		18. 92
30082 - Engineering Technician II		21. 23 26. 18
30083 - Engineering Technician III 30084 - Engineering Technician IV		31. 87
30085 - Engineering Technician V		38. 78
30086 - Engineering Technician VI		42. 58
30090 - Environmental Technician		25. 50
30210 - Laboratory Technician		25. 35
30240 - Mathematical Technician		28. 72
30361 - Paralegal/Legal Assistant I 30362 - Paralegal/Legal Assistant II		19. 08 23. 64
30363 - Paralegal/Legal Assistant III		28. 92
30364 - Paral egal /Legal Assistant IV		34. 98
30390 - Photo-Ōptics Technician		28. 27
30461 - Technical Writer I		21. 76
30462 - Technical Writer II		26. 62
30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I		32. 20 24. 25
30492 - Unexploded Ordnance (UXO) Technician II		29. 35
30493 - Unexpl oded Ordnance (UXO) Technician III		35. 17
30494 - Unexploded (UXO) Safety Escort		24. 25
30495 - Unexploded (UXO) Sweep Personnel	(0)	24. 25
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24. 19
Surface Programs 30621 - Weather Observer, Senior	(see 2)	28. 18
31000 - Transportation/Mobile Equipment Operation Occupa	tions	20. 10
31020 - Bus Ai de		14. 29
31030 - Bus Driver		18. 56
31043 - Driver Courier		17. 63
31260 - Parking and Lot Attendant		13. 52
31290 - Shuttle Bus Driver 31310 - Taxi Driver		19. 00 12. 09
31361 - Truckdri ver, Li ght		19. 00
31362 - Truckdriver, Medium		19. 28
31363 - Truckdri ver, Heavy 31364 - Truckdri ver, Tractor-Trai I er		19. 99
31364 - Truckdri ver, Tractor-Trailer		19. 99
99000 - Miscellaneous Occupations		11 00
99030 - Cashi er 99050 - Desk Clerk		11. 80 12. 64
99095 - Embal mer		28. 63
99251 - Laboratory Animal Caretaker I		11. 48
99252 - Laboratory Animal Caretaker II		12. 37
99310 - Mortician		33. 98
99410 - Pest Controller 99510 - Photofinishing Worker		17. 02 14. 65
99710 - Photorrin shiring worker 99710 - Recycling Laborer		18. 85
99711 - Recycling Specialist		21. 14
99730 - Refuse Collector		17. 57
Page 6		

PO7 Wage Determination - NJ - Salem.txt

99810 - Sales Clerk	12. 68
99820 - School Crossing Guard	11. 57
99830 - Survey Party Chief	19. 84
99831 - Surveying Aide	13. 14
99832 - Surveyi ng Techni ci an	18. 07
99840 - Vending Machine Attendant	14. 61
99841 - Vending Machine Repairer	16. 98
99842 - Vending Machine Repairer Helper	14. 61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials Page 7

PO7 Wage Determination - NJ - Salem. txt

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed Page 8

P07 Wage Determination - NJ - Salem.txt occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

P07 Wage Determination - NY - LI.txt WD 05-2373 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Division of Shirley F. Ebbesen Di rector Wage Determinations Wage Determination No.: 2005-2373 Revision No.: 10 Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing	— TE
OCCUPATION CODE - TITLE FOOTNOTE RATE O1000 - Administrative Support And Clerical Occupations	ΙĽ
01011 - Accounting Clerk I	11
01012 - Accounting Clerk II	
01013 - Accounting Clerk III 21.8	
01020 - Administrative Assistant 30.0	
01040 - Court Reporter 21.0	
01051 - Data Entry Operator I	
01052 - Data Entry Operator II 16.0 01060 - Dispatcher, Motor Vehicle 25.1	
01060 - Dispatcher, Motor Vehicle 25.1 01070 - Document Preparation Clerk 15.1	
01090 - Duplicating Machine Operator	
01111 - General Clerk I	
01112 - General Clerk II 17.4	49
01113 - General Clerk III 18.8	
01120 - Housing Referral Assistant 26.9	
01141 - Messenger Courier 12.	
01191 - Order Člerk I 19.1	
01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 18.0	
01261 - Personnel Assistant (Employment) 1	
01263 - Personnel Assistant (Employment) III 23.0	
01270 - Production Control Clerk 23.	
01280 - Receptionist	
01290 - Rental Clerk 18.0	04
01300 - Scheduler, Maintenance 21.	
01311 - Secretary I 21.	
01312 - Secretary II	
01313 - Secretary III 26.0	
01320 - Servi ce Örder Di spatcher 20. ! 01410 - Suppl y Techni ci an 30. !	
01420 - Survey Worker 21. (
01531 - Travel Clerk I	
01532 - Travel Clerk II	
01533 - Travel Clerk III 18.1	
01611 - Word Processor I 17. (
01612 - Word Processor II 20.	
01613 - Word Processor III 22.	13
05000 - Automotive Service Occupations	EΩ
05005 - Automobile Body Repairer, Fiberglass 28.! 05010 - Automotive Electrician 28.!	
05010 - Automotive Electrician 25.3 05040 - Automotive Glass Installer 27.3	
05070 - Automotive Worker 27.3	
05110 - Mobile Equipment Servicer 20.8	
05130 - Motor Equipment Metal Mechanic 29.8	

PO7 Wage Determination - NY - LI.txt	
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic	29. 68
05220 - Motor Vehicle Mechanic Helper	23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	16. 69
	29. 68
05400 - Transmission Repair Specialist	29.00
07000 - Food Preparation And Service Occupations	10 55
07010 - Baker	18. 55
07041 - Cook I	16. 75
07042 - Cook II	18. 23
07070 - Di shwasher	13. 67
07130 - Food Service Worker	13. 67
07210 - Meat Cutter	22. 64
07260 - Waiter/Waitress	14. 45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22. 16
09040 - Furni ture Handler	16. 83
09080 - Furni ture Refinisher	22. 16
09090 - Furniture Refinisher Helper	18. 01
09110 - Furni ture Repairer, Minor	20. 37
09130 - Uphol sterer	22. 16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13. 67
11060 - Elevator Operator	13. 67
11090 - Gardener	18. 74
11122 - Housekeepi ng Ai de	15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 70
11240 - Maid or Houseman	13. 68
	14. 75
11260 - Pruner	
11270 - Tractor Operator	18. 02
11330 - Trail Maintenance Worker	15. 89
11360 - Window Cleaner	18. 07
12000 - Health Occupations	05.00
12010 - Ambulance Driver	25. 29
12011 - Breath Alcohol Technician	24. 87
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant	16. 75
12025 - Dental Hygienist	35. 31
12030 - EKG Technician	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medicăl Technician	25. 29
12071 - Licensed Practical Nurse I	23. 69
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48
12100 - Medical Assistant	16. 66
12130 - Medical Laboratory Technician	23. 34
12160 - Medical Record Clerk	18. 71
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	19. 43
12195 - Medical Hanscriptronist 12210 - Nuclear Medicine Technologist	36. 93
12210 - Nucreal Medicine recinologist 12221 - Nursing Assistant I	30. 93 13. 17
	13. 17
12222 - Nursing Assistant II	
12223 - Nursing Assistant III	15. 82
12224 - Nursing Assistant IV	16. 79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16. 64
12250 - Pharmacy Techni ci an	15. 87
12280 - Phlebotomist	23. 02
Page 2	

PO7 Wage Determination - NY - LI.txt	
12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)	28. 08 32. 76 38. 41 38. 41 49. 39 49. 39 59. 22 26. 17
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II	27. 03 33. 49 40. 95 28. 35 33. 23
13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	40. 66 37. 25 15. 79 32. 65
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I	25. 62 23. 57 26. 35 29. 39 21. 29
13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Vi deo Tel econference Techni ci an	24. 62 32. 88 44. 26 50. 85 24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V	19. 00 21. 26 23. 71 26. 35 29. 17
14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1)	27. 56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 26. 35
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	39. 54 43. 75 52. 46 39. 54 35. 73 52. 46
15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	33. 31 32. 16 39. 22 25. 56 25. 56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	11. 62 11. 62 14. 30 11. 62 11. 62
16110 - Presser, Machine, Drycleaning	11. 62

PO7 Wage Determination - NY - LI.txt	
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machi ne, Weari ng Apparel, Laundry	11. 62
16190 - Sewing Machine Operator	15. 19
16220 - Tailor 16250 - Washer, Machine	16. 04 12. 60
19000 - Machine Tool Operation And Repair Occupations	12.00
19010 - Machi ne-Tool Operator (Tool Room)	20. 89
19040 - Tool And Die Maker	24. 46
21000 - Materials Handling And Packing Occupations	1/ 0/
21020 - Forklift Operator 21030 - Material Coordinator	16. 96 23. 51
21040 - Material Expediter	23. 51
21050 - Material Handling Laborer	14. 62
21071 - Order Filler	16. 34
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer 21130 - Shi ppi ng/Recei vi ng Cl erk	15. 28 15. 28
21140 - Store Worker I	15. 26
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations	20 62
23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I	29. 63 27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III	30. 72
23040 - Aircraft Mechanic Helper	21. 90
23050 - Aircraft, Painter	25. 88
23060 - Aircraft Servicer 23080 - Aircraft Worker	24. 23 25. 00
23110 - Appliance Mechanic	22. 16
23120 - Bicycle Repairer	17. 94
23125 - Cable Splicer	35. 97
23130 - Carpenter, Maintenance	30. 97
23140 - Carpet Layer 23160 - Electrician, Maintenance	27. 24 37. 18
23181 - Electronics Technician Maintenance I	24. 19
23182 - Electronics Technician Maintenance II	27. 39
23183 - Electronics Technician Maintenance III	28. 51
23260 - Fabric Worker	25. 82
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	21. 92 22. 51
23311 - Fuel Distribution System Mechanic	29. 94
23312 - Fuel Distribution System Operator	27. 20
23370 - General Maintenance Worker	24. 67
23380 - Ground Support Equipment Mechanic	27. 11 24. 23
23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker	24. 23 25. 00
23391 - Gunsmi th I	22. 51
23392 - Gunsmi th 11	25. 12
23393 - Gunsmith III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic 23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility)	20. 75
23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 86 26. 21
23465 - Laboratory/Shel ter Mechani c 23470 - Laborer	26. 21 15. 95
23510 - Locksmith	21. 10
23530 - Machi nery Maintenance Mechanic	23. 95
23550 - Machinist, Maintenance	21. 92
Page 4	

22500	PO7 Wage Determination - NY - LI.txt	17 71
	- Maintenance Trades Helper	17. 71 30. 86
23591	- Metrology Technician I - Metrology Technician II	33. 34
23593	- Metrology Technician III	32. 75
23640	- Millwright	29. 17
23710	- Office Āppliance Repairer	21. 80
23760	- Painter, Maintenance	26. 70
	- Pi pefi tter, Mai ntenance	32.44
	- Plumber, Maintenance - Pneudraulic Systems Mechanic	31. 23 27. 25
23850	- Ri gger	24. 36
23870	- Scale Mechanic	25. 12
23890	- Sheet-Metal Worker, Maintenance	29. 81
23910	- Small Engine Mechanic	20. 92
	- Tel ecommunications Mechanic I	30. 91
	- Telecommunications Mechanic II - Telephone Lineman	32. 20 33. 44
	- Welder, Combination, Maintenance	24. 11
	- Well Driller	22. 73
	- Woodcraft Worker	27. 25
	- Woodworker	20. 43
	Personal Needs Occupations	
	- Child Care Attendant	13.05
	- Child Care Center Clerk - Chore Aide	16. 30 12. 79
	- Family Readiness And Support Services	14. 89
Coord	inator	14.07
	- Homemaker	16.85
25000 -	Plant And System Operations Occupations	
	- Boiler Tender	29. 03
	- Sewage Plant Operator	25. 19
25070	- Stationary Engineer - Ventilation Equipment Tender	29. 03 23. 71
	- Water Treatment Plant Operator	25. 53
27000 -	Protective Service Occupations	20.00
27004	- Al arm Moni tor	19. 12
27007	- Baggage Inspector	17. 98
	- Corrections Officer	30. 97
27010	- Court Security Officer	30.66
	- Detection Dog Handler - Detention Officer	20. 36 30. 97
	- Fi refi ghter	31. 42
27101	- Guard I	17. 98
	- Guard II	20.36
	- Police Officer I	32. 37
	- Police Officer II	35. 94
	Recreation Occupations	15 04
28041	- Carnival Equipment Operator - Carnival Equipment Repairer	15. 96 16. 75
	- Carni val Equipment Worker	13. 67
	- Gate Attendant/Gate Tender	16. 49
28310	- Li feguard	14.63
	- Park Attendant (Aide)	18. 46
28510	- Recreation Aide/Health Facility Attendant	18. 95
	- Recreation Specialist	22. 88 14. 60
28690	- Sports Official - Swimming Pool Operator	14. 69 20. 98
	Stevedoring/Longshoremen Occupational Services	20. 70
	- Blocker And Bracer	27.64
29020	- Hatch Tender	27.64
	- Line Handler	27.64
	- Stevedore I	26. 22
29042	- Stevedore II	32. 85

PO7 Wage Determination - NY - LI.	txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician 30210 - Laboratory Technician 30240 - Mathematical Technician 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II 30362 - Paralegal/Legal Assistant III 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30365 - Paralegal/Legal Assistant III 30366 - Technical Writer II 30461 - Technical Writer II 30462 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician II	(see 2) (see 2)	40. 33 27. 82 30. 63 22. 43 26. 50 31. 09 29. 15 25. 21 19. 69 26. 50 29. 42 31. 09 19. 98 22. 47 25. 28 31. 22 38. 08 46. 20 21. 10 21. 37 31. 09 23. 36 28. 94 35. 39 42. 84 28. 11 26. 41 32. 29 39. 84 25. 63 31. 02
	(see 2)	37. 18 25. 63 25. 63 29. 42
Surface Programs 30621 - Weather Observer, Senior	(see 2)	27. 27
31000 - Transportation/Mobile Equipment Operation Occupat 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 31363 - Truckdriver, Heavy 31364 - Truckdriver, Tractor-Trailer	i ons:	16. 40 19. 89 16. 75 10. 05 17. 80 13. 37 17. 80 18. 87 24. 52 24. 52
99000 - Miscellaneous Occupations 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard		18. 74 13. 34 27. 84 15. 21 15. 97 34. 64 18. 15 16. 23 19. 78 22. 36 21. 17 14. 70 15. 04

99830 - Survey Party Chief	26. 35
99831 - Surveying Aide	15. 48
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	23. 41
99841 - Vending Machine Repairer	25. 44
99842 - Vending Machine Repairer Helper	21. 46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer Page 7

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, Page 8

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Page 9

PO7 Wage Determination - NY - NYC - West.txt WD 05-2375 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Director Wage Determinations

Wage Determination No.: 2005-2375 Revision No.: 10 Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrătive Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49
01113 - General Clerk III	18. 82
01120 - Housing Referral Assistant	26. 92
01141 - Messenger Courier	12. 92
01191 - Order Clerk I	18. 05
01192 - Order Clerk II	21. 67
01261 - Personnel Assistant (Employment) l	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Order Dispatcher	20. 50
01410 - Supply Technician	30. 93
01420 - Survey Worker	21. 64
01531 - Travel Clerk I	15. 98
01532 - Travel Clerk II	17. 31
01533 - Travel Clerk III	18. 79
01611 - Word Processor I	17. 62
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13

PO7 Wage Determination - NY - NYC - West.txt	
05000 - Automotive Service Occupations	20.20
05005 - Automobile Body Repairer, Fiberglass 05010 - Automotive Electrician	28. 29 28. 50
05040 - Automotive Class Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	30. 31
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper	29. 68 23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	18. 22
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations 07010 - Baker	19. 55
07010 - Baker 07041 - Cook I	17. 97
07042 - Cook II	19. 55
07070 - Di shwasher	14. 67
07130 - Food Service Worker	14. 67
07210 - Meat Cutter	19. 55
07260 - Wai ter/Wai tress	15. 50
09000 - Furniture Maintenance And Repair Occupations	21 14
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	21. 14 16. 07
09080 - Furni ture Refi ni sher	21. 14
09090 - Furni ture Refi ni sher Hel per	17. 75
09110 - Furni ture Repai rer, Mi noʻr	19. 44
09130 - Uphol sterer	21. 14
11000 - General Services And Support Occupations	14.00
11030 - Cleaner, Vehicles	14. 92 14. 92
11060 - Elevator Operator 11090 - Gardener	18. 74
11122 - Housekeepi ng Ai de	15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 89
11240 - Maid or Houseman	13. 98
11260 - Pruner	14. 75
11270 - Tractor Operator 11330 - Trail Maintenance Worker	18. 02 15. 89
11360 - Window Cleaner	16. 95
12000 - Health Occupations	10. 75
12010 - Ambul ance Dri ver	24. 99
12011 - Breath Alcohol Technician	24. 87
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant 12025 - Dental Hygienist	16. 75 35. 31
12030 - EKG Techni ci an	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician	24. 99
12071 - Licensed Practical Nurse I	21. 76
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48 16. 66
12100 - Medical Assistant 12130 - Medical Laboratory Technician	16. 66 20. 63
12160 - Medical Record Clerk	18. 00
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	19. 01
12210 - Nuclear Medicine Technologist	36. 93
12221 - Nursing Assistant I	12. 37
Page 2	

PO7 Wage Determination - NY - NYC -	West.txt	
P07 Wage Determination - NY - NYC - 12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse III, Specialist 12314 - Registered Nurse III, Anesthetist 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations 13011 - Exhibits Specialist II 13013 - Exhibits Specialist III	West.txt	14. 72 15. 82 16. 79 24. 64 16. 64 14. 58 16. 79 28. 08 32. 76 38. 41 39. 49 49. 39 59. 22 26. 17 27. 03 33. 49 40. 95
13041 - Illustrator I 13042 - Illustrator II		26. 51 32. 31
13043 - Illustrator III		39. 22
13047 - Librarian 13050 - Library Aide/Clerk		37. 25 15. 79
13054 - Library Information Technology Systems		32. 65
Admi ni strator 13058 - Li brary Techni ci an		25. 62
13061 - Media Špecialist I		23. 57
13062 - Media Specialist II 13063 - Media Specialist III		26. 35 29. 39
13071 - Photographer I		21. 29
13072 - Photographer II 13073 - Photographer III		24. 10 32. 88
13074 - Photographer IV		38. 49
13075 - Photographer V 13110 - Vi deo Tel econference Techni ci an		46. 55 24. 33
14000 - Information Technology Occupations		10.00
14041 - Computer Operator I 14042 - Computer Operator II		19. 00 21. 26
14043 - Computer Operator III		23. 71
14044 - Computer Operator IV 14045 - Computer Operator V		26. 94 29. 17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II 14073 - Computer Programmer III	(see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator	(see 1)	19. 00
14160 - Personal Computer Support Technician		26. 94
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated	\	39. 54
15020 - Aircrew Training Devices Instructor (Rated))	43. 75
15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructo	r	52. 46 39. 54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist		52. 46 35. 27
15090 - Technical Instructor		31. 44
15095 - Technical Instructor/Course Developer 15110 - Test Proctor		38. 34 25. 30
15120 - Tutor		25. 30
PACE 5		

P07 Wage Determination - NY - NYC - West.txt	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler	11. 62
16030 - Counter Attendant	11. 62
16040 - Dry Cleaner	14. 30
16070 - Finisher, Flatwork, Machine	11. 62
16090 - Presser, Hand 16110 - Presser, Machi ne, Drycl eani ng	11. 62 11. 62
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machine, Wearing Apparel, Laundry	11. 62
16190 - Sewing Machine Operator 16220 - Tailor	15. 19 16. 04
16250 - Masher, Machine	12. 60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20. 89
19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations	24. 21
21020 - Forklift Operator	16. 96
21030 - Material Coordinator	23. 51
21040 - Material Expediter 21050 - Material Handling Laborer	23. 51 16. 41
21030 - Material Handing Laborer 21071 - Order Filler	15. 58
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer	15. 28
21130 - Shi ppi ng/Recei vi ng Clerk 21140 - Store Worker I	15. 28 15. 06
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder	29. 79
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	30. 66 21. 89
23050 - Aircraft, Painter	24. 18
23060 - Aircraft Servicer	23. 97
23080 - Aircraft Worker	25. 01
23110 - Appliance Mechanic 23120 - Bicycle Repairer	21. 38 17. 13
23125 - Cable Splicer	36. 53
23130 - Carpenter, Maintenance	29. 89
23140 - Carpet Layer	27. 98 37. 18
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	24. 19
23182 - Electronics Technician Maintenance II	29. 17
23183 - Electronics Technician Maintenance III	31. 14
23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	28. 00 21. 67
23310 - Fire Extinguisher Repairer	22. 51
23311 - Fuel Distribution System Mechanic	29. 94
23312 - Fuel Distribution System Operator	27. 20
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	24. 67 27. 11
23381 - Ground Support Equipment Servicer	23. 97
23382 - Ground Support Equipment Worker	25. 01
23391 - Gunsmith I	22. 51 25. 12
23392 - Gunsmith II 23393 - Gunsmith III	25. 12 27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechani c	00.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28. 93
23430 - Heavy Equipment Mechanic	26. 10
- · · · Dama 4	

PO7 Wage Determination - NY - NYC - West.txt	34. 38
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	34. 36 30. 86
23465 - Laboratory/Shel ter Mechani c	26. 21
23470 - Laborer 23510 - Locksmith	15. 95 20. 70
23530 - Machinery Maintenance Mechanic	23. 95
23550 - Machi ni st, Mai ntenance 23580 - Mai ntenance Trades Hel per	20. 81 16. 90
23591 - Metrology Technician I	30. 86
23592 - Metrology Technician II	33. 34
23593 - Metrologỹ Technician III 23640 - Millwright	34. 56 31. 22
23710 - Office Appliance Repairer	22. 95
23760 - Painter, Maintenance	25. 47
23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance	32. 88 32. 93
23820 - Pneudraulic Systems Mechanic	27. 25
23850 - Rigger	24. 36
23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance	25. 12 30. 55
23910 - Small Engine Mechanic	19. 30
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II	30. 91 32. 20
23950 - Tel ephone Li neman	32. 20
23960 - Welder, Combination, Maintenance	23. 02
23965 - Well Driller 23970 - Woodcraft Worker	24. 89 25. 89
23980 - Woodworker	19. 50
24000 - Personal Needs Occupations 24570 - Child Care Attendant	13. 87
24570 - Child Care Attendant 24580 - Child Care Center Clerk	17. 30
24610 - Chore Ai de	12. 67
24620 - Family Readiness And Support Services Coordinator	14. 89
24630 - Homemaker	19. 21
25000 - Plant And System Operations Occupations	20 02
25010 - Boiler Tender 25040 - Sewage Plant Operator	29. 03 27. 01
25070 - Stationary Engineer	29. 03
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	23. 71 27. 01
27000 - Protective Service Occupations	27.01
27004 - Alarm Monitor	19. 12
27007 - Baggage Inspector 27008 - Corrections Officer	17. 98 30. 97
27010 - Court Security Officer	30. 66
27030 - Detection Dog Handler	20. 36
27040 - Detention Officer 27070 - Firefighter	30. 97 31. 42
27101 - Guard Ī	17. 98
27102 - Guard II 27131 - Police Officer I	20. 36 32. 37
27132 - Police Officer II	35. 94
28000 - Recreation Occupations	47 40
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	17. 13 17. 97
28043 - Carnival Equpment Worker	14. 67
28210 - Gate Attendant/Gate Tender	16. 49
28310 - Li feguard 28350 - Park Attendant (Ai de)	13. 13 18. 46
28510 - Recreation Aide/Health Facility Attendant	18. 95
28515 - Recreation Specialist 28630 - Sports Official	22. 88 14. 69
Page 5	11.07

PO7 Wage Determination - NY - NYC - W	lest.txt	20. 98
28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services		20. 90
29010 - Blocker And Bracer		29. 90
29020 - Hatch Tender 29030 - Line Handler		29. 90 29. 90
29041 - Stevedore I		26. 22
29042 - Stevedore II		32.85
30000 - Technical Occupations	(000 2)	40 22
30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) (see 2)	40. 33 27. 82
30012 - Air Traffic Control Specialist, Terminal (HFO)		30.63
30021 - Archeological Technician I		19. 69
30022 - Archeological Technician II 30023 - Archeological Technician III		22. 02 27. 27
30030 - Cartographic Technician		27. 27
30040 - Civil Engineering Technician		25. 21
30061 - Drafter/ČAD Operator I		19. 69
30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		22. 02 24. 55
30064 - Drafter/CAD Operator IV		30. 20
30081 - Engineering Technician I		19. 98
30082 - Engineering Technician II		22. 47
30083 - Engineering Technician III 30084 - Engineering Technician IV		25. 28 31. 22
30085 - Engineering Technician V		38. 08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		22. 90
30210 - Laboratory Technician 30240 - Mathematical Technician		21. 67 26. 78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal /Legal Assistant II		28. 94
30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV		35. 39 42. 84
30390 - Photo-Optics Technician		27. 27
30461 - Technical Writer I		27. 81
30462 - Technical Writer II		33. 91 41. 04
30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I		25. 63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37. 18
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		25. 63 25. 63
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24. 55
Surface Programs		07.07
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupat	(see 2)	27. 27
31020 - Bus Ai de	1 0113	16. 40
31030 - Bus Driver		19.89
31043 - Driver Courier 31260 - Parking and Lot Attendant		16. 75 10. 97
31290 - Facking and Lot Attendant 31290 - Shuttle Bus Driver		17. 80
31310 - Taxi Driver		15. 21
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Meðium 31363 - Truckdriver Heavy		18. 87 24. 52
31363 - Truckdri ver, Heavy 31364 - Truckdri ver, Tractor-Trai I er		24. 52
99000 - Miscellaneous Occupations		10.05
99030 - Cashi er 99050 - Desk Clerk		10. 95 16. 69
99095 - Embalmer		28. 51
99251 - Laboratory Animal Caretaker I		16. 32
99252 - Laboratory Animal Caretaker II 99310 - Mortician		17. 14 34. 64
Page 6		J T. U4

99410 - Pest Controller	18. 75
99510 - Photofinishing Worker	16. 23
99710 - Recycling Laborer	19. 78
99711 - Recycling Specialist	22. 59
99730 - Refuse Collector	18. 36
99810 - Sal es Cl erk	14. 70
99820 - School Crossing Guard	15. 07
99830 - Survey Party Chief	23. 68
99831 - Surveying Aide	15. 48
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	19. 20
99841 - Vending Machine Repairer	23. 47
99842 - Vending Machine Repairer Helper	18. 98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including Page 7

consulting with users, to determine hardware, software or system functional speci fi cati ons;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C. F. R. 541. 400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosi ves.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). Ho those instances where the uniforms furnished are made of "wash and wear" However, in materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial Page 8

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Page 9

PO7 Wage Determination - NY - NYC - West.txt Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

PO7 Wage Determination - NY - NYC - West.txt WD 05-2375 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Director Wage Determinations

Wage Determination No.: 2005-2375 Revision No.: 10 Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15. 11
01012 - Accounting Clerk II	19. 61
01013 - Accounting Clerk III	21. 89
01020 - Administrătive Assistant	30. 93
01040 - Court Reporter	21. 64
01051 - Data Entry Operator I	14. 71
01052 - Data Entry Operator II	16. 05
01060 - Dispatcher, Motor Vehicle	25. 79
01070 - Document Preparation Clerk	15. 56
01090 - Duplicating Machine Operator	15. 56
01111 - General Clerk I	14. 82
01112 - General Clerk II	17. 49
01113 - General Clerk III	18. 82
01120 - Housing Referral Assistant	26. 92
01141 - Messenger Courier	12. 92
01191 - Order Clerk I	18. 05
01192 - Order Clerk II	21. 67
01261 - Personnel Assistant (Employment) l	18. 96
01262 - Personnel Assistant (Employment) II	21. 22
01263 - Personnel Assistant (Employment) III	23. 66
01270 - Production Control Clerk	23. 51
01280 - Receptionist	15. 67
01290 - Rental Clerk	18. 04
01300 - Schedul er, Mai ntenance	21. 57
01311 - Secretary I	21. 57
01312 - Secretary II	24. 82
01313 - Secretary III	26. 92
01320 - Service Order Dispatcher	20. 50
01410 - Supply Technician	30. 93
01420 - Survey Worker	21. 64
01531 - Travel Clerk I	15. 98
01532 - Travel Clerk II	17. 31
01533 - Travel Clerk III	18. 79
01611 - Word Processor I	17. 62
01612 - Word Processor II	19. 79
01613 - Word Processor III	22. 13

PO7 Wage Determination - NY - NYC - West.txt	
05000 - Automotive Service Occupations	20.20
05005 - Automobile Body Repairer, Fiberglass 05010 - Automotive Electrician	28. 29 28. 50
05040 - Automotive Class Installer	27. 31
05070 - Automotive Worker	27. 31
05110 - Mobile Equipment Servicer	24. 42
05130 - Motor Equipment Metal Mechanic	30. 31
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper	29. 68 23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	18. 22
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations 07010 - Baker	19. 55
07010 - Baker 07041 - Cook I	17. 97
07042 - Cook II	19. 55
07070 - Di shwasher	14. 67
07130 - Food Service Worker	14. 67
07210 - Meat Cutter	19. 55
07260 - Wai ter/Wai tress	15. 50
09000 - Furniture Maintenance And Repair Occupations	21 14
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	21. 14 16. 07
09080 - Furni ture Refi ni sher	21. 14
09090 - Furni ture Refi ni sher Hel per	17. 75
09110 - Furni ture Repai rer, Mi noʻr	19. 44
09130 - Uphol sterer	21. 14
11000 - General Services And Support Occupations	14.00
11030 - Cleaner, Vehicles	14. 92 14. 92
11060 - Elevator Operator 11090 - Gardener	18. 74
11122 - Housekeepi ng Ai de	15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 89
11240 - Maid or Houseman	13. 98
11260 - Pruner	14. 75
11270 - Tractor Operator 11330 - Trail Maintenance Worker	18. 02 15. 89
11360 - Window Cleaner	16. 95
12000 - Health Occupations	10. 75
12010 - Ambul ance Dri ver	24. 99
12011 - Breath Alcohol Technician	24. 87
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant 12025 - Dental Hygienist	16. 75 35. 31
12030 - EKG Techni ci an	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician	24. 99
12071 - Licensed Practical Nurse I	21. 76
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48 16. 66
12100 - Medical Assistant 12130 - Medical Laboratory Technician	16. 66 20. 63
12160 - Medical Record Clerk	18. 00
12190 - Medical Record Technician	20. 55
12195 - Medical Transcriptionist	19. 01
12210 - Nuclear Medicine Technologist	36. 93
12221 - Nursing Assistant I	12. 37
Page 2	

PO7 Wage Determination - NY - NYC -	West.txt	
P07 Wage Determination - NY - NYC - 12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse III, Specialist 12314 - Registered Nurse III, Anesthetist 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations 13011 - Exhibits Specialist II 13013 - Exhibits Specialist III	West.txt	14. 72 15. 82 16. 79 24. 64 16. 64 14. 58 16. 79 28. 08 32. 76 38. 41 39. 49 49. 39 59. 22 26. 17 27. 03 33. 49 40. 95
13041 - Illustrator I 13042 - Illustrator II		26. 51 32. 31
13043 - Illustrator III		39. 22
13047 - Librarian 13050 - Library Aide/Clerk		37. 25 15. 79
13054 - Library Information Technology Systems		32. 65
Admi ni strator 13058 - Li brary Techni ci an		25. 62
13061 - Media Špecialist I		23. 57
13062 - Media Specialist II 13063 - Media Specialist III		26. 35 29. 39
13071 - Photographer I		21. 29
13072 - Photographer II 13073 - Photographer III		24. 10 32. 88
13074 - Photographer IV		38. 49
13075 - Photographer V 13110 - Vi deo Tel econference Techni ci an		46. 55 24. 33
14000 - Information Technology Occupations		10.00
14041 - Computer Operator I 14042 - Computer Operator II		19. 00 21. 26
14043 - Computer Operator III		23. 71
14044 - Computer Operator IV 14045 - Computer Operator V		26. 94 29. 17
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II 14073 - Computer Programmer III	(see 1) (see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator	(see 1)	19. 00
14160 - Personal Computer Support Technician		26. 94
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated	\	39. 54
15020 - Aircrew Training Devices Instructor (Rated))	43. 75
15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructo	r	52. 46 39. 54
15060 - Educational Technologist		33.02
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist		52. 46 35. 27
15090 - Technical Instructor		31. 44
15095 - Technical Instructor/Course Developer 15110 - Test Proctor		38. 34 25. 30
15120 - Tutor		25. 30
PACE 5		

P07 Wage Determination - NY - NYC - West.txt	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler	11. 62
16030 - Counter Attendant	11. 62
16040 - Dry Cleaner	14. 30
16070 - Finisher, Flatwork, Machine	11. 62
16090 - Presser, Hand 16110 - Presser, Machi ne, Drycl eani ng	11. 62 11. 62
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machine, Wearing Apparel, Laundry	11. 62
16190 - Sewing Machine Operator 16220 - Tailor	15. 19 16. 04
16250 - Masher, Machine	12. 60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20. 89
19040 - Tool And Die Maker 21000 - Materials Handling And Packing Occupations	24. 21
21020 - Forklift Operator	16. 96
21030 - Material Coordinator	23. 51
21040 - Material Expediter 21050 - Material Handling Laborer	23. 51 16. 41
21030 - Material Handing Laborer 21071 - Order Filler	15. 58
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer	15. 28
21130 - Shi ppi ng/Recei vi ng Clerk 21140 - Store Worker I	15. 28 15. 06
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations 23010 - Aerospace Structural Welder	29. 79
23021 - Aircraft Mechanic I	27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III 23040 - Aircraft Mechanic Helper	30. 66 21. 89
23050 - Aircraft, Painter	24. 18
23060 - Aircraft Servicer	23. 97
23080 - Aircraft Worker	25. 01
23110 - Appliance Mechanic 23120 - Bicycle Repairer	21. 38 17. 13
23125 - Cable Splicer	36. 53
23130 - Carpenter, Maintenance	29. 89
23140 - Carpet Layer	27. 98 37. 18
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	24. 19
23182 - Electronics Technician Maintenance II	29. 17
23183 - Electronics Technician Maintenance III	31. 14
23260 - Fabric Worker 23290 - Fire Alarm System Mechanic	28. 00 21. 67
23310 - Fire Extinguisher Repairer	22. 51
23311 - Fuel Distribution System Mechanic	29. 94
23312 - Fuel Distribution System Operator	27. 20
23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic	24. 67 27. 11
23381 - Ground Support Equipment Servicer	23. 97
23382 - Ground Support Equipment Worker	25. 01
23391 - Gunsmith I	22. 51 25. 12
23392 - Gunsmith II 23393 - Gunsmith III	25. 12 27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechani c	00.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28. 93
23430 - Heavy Equipment Mechanic	26. 10
- · · · Dama 4	

PO7 Wage Determination - NY - NYC - West.txt	34. 38
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	34. 36 30. 86
23465 - Laboratory/Shel ter Mechani c	26. 21
23470 - Laborer 23510 - Locksmith	15. 95 20. 70
23530 - Machinery Maintenance Mechanic	23. 95
23550 - Machi ni st, Mai ntenance 23580 - Mai ntenance Trades Hel per	20. 81 16. 90
23591 - Metrology Technician I	30. 86
23592 - Metrology Technician II	33. 34
23593 - Metrologỹ Technician III 23640 - Millwright	34. 56 31. 22
23710 - Office Appliance Repairer	22. 95
23760 - Painter, Maintenance	25. 47
23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance	32. 88 32. 93
23820 - Pneudraulic Systems Mechanic	27. 25
23850 - Rigger	24. 36
23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance	25. 12 30. 55
23910 - Small Engine Mechanic	19. 30
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II	30. 91 32. 20
23950 - Tel ephone Li neman	32. 20
23960 - Welder, Combination, Maintenance	23. 02
23965 - Well Driller 23970 - Woodcraft Worker	24. 89 25. 89
23980 - Woodworker	19. 50
24000 - Personal Needs Occupations 24570 - Child Care Attendant	13. 87
24570 - Child Care Attendant 24580 - Child Care Center Clerk	17. 30
24610 - Chore Ai de	12. 67
24620 - Family Readiness And Support Services Coordinator	14. 89
24630 - Homemaker	19. 21
25000 - Plant And System Operations Occupations	20 02
25010 - Boiler Tender 25040 - Sewage Plant Operator	29. 03 27. 01
25070 - Stationary Engineer	29. 03
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	23. 71 27. 01
27000 - Protective Service Occupations	27.01
27004 - Alarm Monitor	19. 12
27007 - Baggage Inspector 27008 - Corrections Officer	17. 98 30. 97
27010 - Court Security Officer	30. 66
27030 - Detection Dog Handler	20. 36
27040 - Detention Officer 27070 - Firefighter	30. 97 31. 42
27101 - Guard Ī	17. 98
27102 - Guard II 27131 - Police Officer I	20. 36 32. 37
27132 - Police Officer II	35. 94
28000 - Recreation Occupations	47 40
28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer	17. 13 17. 97
28043 - Carnival Equpment Worker	14. 67
28210 - Gate Attendant/Gate Tender	16. 49
28310 - Li feguard 28350 - Park Attendant (Ai de)	13. 13 18. 46
28510 - Recreation Aide/Health Facility Attendant	18. 95
28515 - Recreation Specialist 28630 - Sports Official	22. 88 14. 69
Page 5	11.07

PO7 Wage Determination - NY - NYC - W	lest.txt	20. 98
28690 - Swimming Pool Operator 29000 - Stevedoring/Longshoremen Occupational Services		20. 90
29010 - Blocker And Bracer		29. 90
29020 - Hatch Tender 29030 - Line Handler		29. 90 29. 90
29041 - Stevedore I		26. 22
29042 - Stevedore II		32.85
30000 - Technical Occupations	(000 2)	40 22
30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) (see 2)	40. 33 27. 82
30012 - Air Traffic Control Specialist, Terminal (HFO)		30.63
30021 - Archeological Technician I		19. 69
30022 - Archeological Technician II 30023 - Archeological Technician III		22. 02 27. 27
30030 - Cartographic Technician		27. 27
30040 - Civil Engineering Technician		25. 21
30061 - Drafter/ČAD Operator I		19. 69
30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III		22. 02 24. 55
30064 - Drafter/CAD Operator IV		30. 20
30081 - Engineering Technician I		19. 98
30082 - Engineering Technician II		22. 47
30083 - Engineering Technician III 30084 - Engineering Technician IV		25. 28 31. 22
30085 - Engineering Technician V		38. 08
30086 - Engineering Technician VI		46.07
30090 - Environmental Technician		22. 90
30210 - Laboratory Technician 30240 - Mathematical Technician		21. 67 26. 78
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal /Legal Assistant II		28. 94
30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV		35. 39 42. 84
30390 - Photo-Optics Technician		27. 27
30461 - Technical Writer I		27. 81
30462 - Technical Writer II		33. 91 41. 04
30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I		25. 63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37. 18
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel		25. 63 25. 63
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24. 55
Surface Programs		07.07
30621 - Weather Observer, Senior 31000 - Transportation/Mobile Equipment Operation Occupat	(see 2)	27. 27
31020 - Bus Ai de	1 0113	16. 40
31030 - Bus Driver		19.89
31043 - Driver Courier 31260 - Parking and Lot Attendant		16. 75 10. 97
31290 - Facking and Lot Attendant 31290 - Shuttle Bus Driver		17. 80
31310 - Taxi Driver		15. 21
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Meðium 31363 - Truckdriver Heavy		18. 87 24. 52
31363 - Truckdri ver, Heavy 31364 - Truckdri ver, Tractor-Trai I er		24. 52
99000 - Miscellaneous Occupations		10.05
99030 - Cashi er 99050 - Desk Clerk		10. 95 16. 69
99095 - Embalmer		28. 51
99251 - Laboratory Animal Caretaker I		16. 32
99252 - Laboratory Animal Caretaker II 99310 - Mortician		17. 14 34. 64
Page 6		J T. U4

99410 - Pest Controller	18. 75
99510 - Photofinishing Worker	16. 23
99710 - Recycling Laborer	19. 78
99711 - Recycling Specialist	22. 59
99730 - Refuse Collector	18. 36
99810 - Sal es Cl erk	14. 70
99820 - School Crossing Guard	15. 07
99830 - Survey Party Chief	23. 68
99831 - Surveying Aide	15. 48
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	19. 20
99841 - Vending Machine Repairer	23. 47
99842 - Vending Machine Repairer Helper	18. 98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including Page 7

consulting with users, to determine hardware, software or system functional speci fi cati ons;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C. F. R. 541. 400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosi ves.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). Ho those instances where the uniforms furnished are made of "wash and wear" However, in materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial Page 8

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Page 9

PO7 Wage Determination - NY - NYC - West.txt Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

P07 Wage Determination - NY - LI.txt WD 05-2373 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Division of Shirley F. Ebbesen Di rector Wage Determinations Wage Determination No.: 2005-2373 Revision No.: 10 Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing	— TE
OCCUPATION CODE - TITLE FOOTNOTE RATE O1000 - Administrative Support And Clerical Occupations	ΙĽ
01011 - Accounting Clerk I	11
01012 - Accounting Clerk II	
01013 - Accounting Clerk III 21.8	
01020 - Administrative Assistant 30.0	
01040 - Court Reporter 21.0	
01051 - Data Entry Operator I	
01052 - Data Entry Operator II 16.0 01060 - Dispatcher, Motor Vehicle 25.1	
01060 - Dispatcher, Motor Vehicle 25.1 01070 - Document Preparation Clerk 15.1	
01090 - Duplicating Machine Operator	
01111 - General Clerk I	
01112 - General Clerk II 17.4	49
01113 - General Clerk III 18.8	
01120 - Housing Referral Assistant 26.9	
01141 - Messenger Courier 12.	
01191 - Order Člerk I 19.1	
01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I 18.0	
01261 - Personnel Assistant (Employment) 1	
01263 - Personnel Assistant (Employment) III 23.0	
01270 - Production Control Clerk 23.	
01280 - Receptionist	
01290 - Rental Clerk 18.0	04
01300 - Scheduler, Maintenance 21.	
01311 - Secretary I 21.	
01312 - Secretary II	
01313 - Secretary III 26.0	
01320 - Servi ce Örder Di spatcher 20. ! 01410 - Suppl y Techni ci an 30. !	
01420 - Survey Worker 21. (
01531 - Travel Clerk I	
01532 - Travel Clerk II	
01533 - Travel Clerk III 18.1	
01611 - Word Processor I 17. (
01612 - Word Processor II 20.	
01613 - Word Processor III 22.	13
05000 - Automotive Service Occupations	EΩ
05005 - Automobile Body Repairer, Fiberglass 28.! 05010 - Automotive Electrician 28.!	
05010 - Automotive Electrician 25.3 05040 - Automotive Glass Installer 27.3	
05070 - Automotive Worker 27.3	
05110 - Mobile Equipment Servicer 20.8	
05130 - Motor Equipment Metal Mechanic 29.8	

PO7 Wage Determination - NY - LI.txt	
05160 - Motor Equipment Metal Worker	27. 31
05190 - Motor Vehicle Mechanic	29. 68
05220 - Motor Vehicle Mechanic Helper	23. 15
05250 - Motor Vehicle Upholstery Worker	26. 12
05280 - Motor Vehicle Wrecker	27. 31
05310 - Painter, Automotive	28. 50
05340 - Radiator Repair Specialist	27. 31
05370 - Tire Repairer	16. 69
05400 - Transmission Repair Specialist	29. 68
07000 - Food Preparation And Service Occupations	27.00
07010 - Baker	18. 55
07041 - Cook I	16. 75
07042 - Cook II	18. 23
07070 - Dishwasher	13. 67
07130 - Food Service Worker	13. 67
07210 - Meat Cutter	22. 64
07260 - Waiter/Waitress	14. 45
09000 - Furniture Maintenance And Repair Occupations	00.47
09010 - Electrostatic Spray Painter	22. 16
09040 - Furniture Handler	16. 83
09080 - Furniture Refinisher	22. 16
09090 - Furni ture Refi ni sher Hel per	18. 01
09110 - Furni ture Repai rer, Mi nor	20. 37
09130 - Upholsterer	22. 16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehi cles	13. 67
11060 - Elevator Operator	13. 67
11090 - Gardener	18. 74
11122 - Housekeeping Aide	15. 70
11150 - Jani tor	15. 70
11210 - Laborer, Grounds Maintenance	15. 89
11240 - Maid or Houseman	13. 68
11260 - Pruner	14. 75
11270 - Tractor Operator	18. 02
11330 - Trail Maintenance Worker	15. 89
11360 - Window Cleaner	18. 07
12000 - Heal th Occupations	
12010 - Ambul ance Dri ver	25. 29
12011 - Breath Al cohol Techni ci an	24. 87
12012 - Certified Occupational Therapist Assistant	24. 12
12015 - Certified Physical Therapist Assistant	22. 28
12020 - Dental Assistant	16. 75
12025 - Dental Hygi eni st	35. 31
12030 - EKG Techni ci an	28. 65
12035 - El ectroneurodi agnosti c Technol ogi st	28. 65
12040 - Emergency Medical Technician	25. 29
12071 - Li censed Practi cal Nurse I	23. 69
12072 - Licensed Practical Nurse II	24. 34
12073 - Licensed Practical Nurse III	24. 48
12100 - Medical Assistant	16. 66
	23. 34
12130 - Medical Laboratory Technician 12160 - Medical Record Clerk	18. 71
12190 - Medical Record Technician 12195 - Medical Transcriptionist	20. 55 19. 43
12170 - Michigan Indiscription St 12210 - Nuclear Medicine Technologist	36. 93
12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant I	36. 93 13. 17
	13. 17 14. 72
12222 - Nursing Assistant II	14. 72 15. 82
12223 - Nursing Assistant III	
12224 - Nursing Assistant IV	16. 79
12235 - Optical Dispenser	24. 64 16. 64
12236 - Optical Technician	16. 64 15. 97
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23. 02

PO7 Wage Determination - NY - LI.txt	
12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)	28. 08 32. 76 38. 41 38. 41 49. 39 49. 39 59. 22 26. 17
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II	27. 03 33. 49 40. 95 28. 35 33. 23
13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator	40. 66 37. 25 15. 79 32. 65
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I	25. 62 23. 57 26. 35 29. 39 21. 29
13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Vi deo Tel econference Techni ci an	24. 62 32. 88 44. 26 50. 85 24. 33
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V	19. 00 21. 26 23. 71 26. 35 29. 17
14071 - Computer Operator V 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer IVI (see 1) 14074 - Computer Programmer IVI (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst III (see 1)	27. 56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	19. 00 26. 35
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	39. 54 43. 75 52. 46 39. 54 35. 73 52. 46
15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	33. 31 32. 16 39. 22 25. 56 25. 56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	11. 62 11. 62 14. 30 11. 62 11. 62
16110 - Presser, Machine, Drycleaning	11. 62

P07 Wage Determination - NY - LI.txt	
16130 - Presser, Machine, Shirts	11. 62
16160 - Presser, Machine, Wearing Apparel, Laundry	11. 62
16190 - Sewing Machine Operator	15. 19
16220 - Tailor 16250 - Washer, Machine	16. 04 12. 60
19000 - Machine Tool Operation And Repair Occupations	12.00
19010 - Machine-Tool Operator (Tool Room)	20. 89
19040 - Tool And Die Maker	24. 46
21000 - Materials Handling And Packing Occupations	1/ 0/
21020 - Forklift Operator 21030 - Material Coordinator	16. 96 23. 51
21040 - Material Expediter	23. 51
21050 - Material Handling Laborer	14. 62
21071 - Order Filler	16. 34
21080 - Production Line Worker (Food Processing)	16. 96
21110 - Shi ppi ng Packer 21130 - Shi ppi ng/Recei vi ng Cl erk	15. 28 15. 28
21140 - Store Worker I	15. 06
21150 - Stock Clerk	18. 88
21210 - Tools And Parts Attendant	16. 96
21410 - Warehouse Specialist	16. 96
23000 - Mechanics And Maintenance And Repair Occupations	20 42
23010 - Aerospace Structural Welder 23021 - Aircraft Mechanic I	29. 63 27. 11
23022 - Aircraft Mechanic II	29. 58
23023 - Aircraft Mechanic III	30. 72
23040 - Aircraft Mechanic Helper	21. 90
23050 - Aircraft, Painter	25. 88
23060 - Aircraft Servicer 23080 - Aircraft Worker	24. 23 25. 00
23110 - Appliance Mechanic	22. 16
23120 - Bi cycl e Repai rer	17. 94
23125 - Cable Splicer	35. 97
23130 - Carpenter, Maintenance	30. 97
23140 - Carpet Layer	27. 24 27. 19
23160 - Electrician, Maintenance 23181 - Electronics Technician Maintenance I	37. 18 24. 19
23182 - Electronics Technician Maintenance II	27. 39
23183 - Electronics Technician Maintenance III	28. 51
23260 - Fabric Worker	25. 82
23290 - Fire Alarm System Mechanic	21. 92
23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	22. 51 29. 94
23312 - Fuel Distribution System Operator	27. 20
23370 - General Maintenance Worker	24. 67
23380 - Ground Support Equipment Mechanic	27. 11
23381 - Ground Support Equipment Servicer	24. 23
23382 - Ground Support Equipment Worker 23391 - Gunsmith I	25. 00 22. 51
23392 - Gunsmith II	25. 12
23393 - Gunsmi th III	27. 25
23410 - Heating, Ventilation And Air-Conditioning	26. 97
Mechanic	20.02
23411 - Heating, Ventilation And Air Contditioning	28. 93
Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	26. 10
23440 - Heavy Equipment Operator	34. 30
23460 - Instrument Mechanic	30. 86
23465 - Laboratory/Shel ter Mechani c	26. 21
23470 - Laborer 23510 - Locksmith	15. 95 21. 10
23530 - Locksiii tii 23530 - Machi nery Mai ntenance Mechani c	23. 95
23550 - Machi ni st, Mai ntenance	21. 92
Page 4	

22500	PO7 Wage Determination - NY - LI.txt	17 71
	- Maintenance Trades Helper	17. 71 30. 86
23591	- Metrology Technician I - Metrology Technician II	33. 34
23593	- Metrology Technician III	32. 75
23640	- Millwright	29. 17
23710	- Office Āppliance Repairer	21.80
23760	- Painter, Maintenance	26. 70
	- Pi pefi tter, Mai ntenance	32.44
	- Plumber, Maintenance - Pneudraulic Systems Mechanic	31. 23 27. 25
23850	- Ri gger	24. 36
23870	- Scale Mechanic	25. 12
23890	- Sheet-Metal Worker, Maintenance	29. 81
23910	- Small Engine Mechanic	20. 92
	- Tel ecommunications Mechanic I	30. 91
	- Telecommunications Mechanic II - Telephone Lineman	32. 20 33. 44
	- Welder, Combination, Maintenance	24. 11
	- Well Driller	22. 73
	- Woodcraft Worker	27. 25
23980	- Woodworker	20. 43
	Personal Needs Occupations	
	- Child Care Attendant	13.05
	- Child Care Center Clerk - Chore Aide	16. 30 12. 79
	- Family Readiness And Support Services	14. 89
Coord	inator	14.07
	- Homemaker	16.85
25000 -	Plant And System Operations Occupations	
	- Boiler Tender	29. 03
	- Sewage Plant Operator	25. 19
25070	- Stationary Engineer - Ventilation Equipment Tender	29. 03 23. 71
	- Water Treatment Plant Operator	25. 53
27000 -	Protective Service Occupations	20.00
27004	- Al arm Moni tor	19. 12
27007	- Baggage Inspector	17. 98
	- Corrections Officer	30. 97
2/010	- Court Security Officer	30.66
	- Detection Dog Handler	20. 36 30. 97
	- Detention Officer - Firefighter	31. 42
27101	- Guard I	17. 98
	- Guard II	20. 36
	- Police Officer I	32. 37
	- Police Officer II	35. 94
	Recreation Occupations	15 0/
28041	- Carnival Equipment Operator - Carnival Equipment Repairer	15. 96 16. 75
	- Carnival Equipment Worker	13. 67
	- Gate Attendant/Gate Tender	16. 49
28310	- Li feguard	14. 63
28350	- Park Attendant (Ai de)	18. 46
28510	- Recreation Aide/Health Facility Attendant	18. 95
	- Recreation Specialist	22. 88
20030	- Sports Official - Swimming Pool Operator	14. 69 20. 98
	Stevedoring/Longshoremen Occupational Services	20. 70
	- Blocker And Bracer	27.64
	- Hatch Tender	27.64
	- Li ne Handler	27.64
	- Stevedore I	26. 22
29042	- Stevedore II	32. 85

PO7 Wage Determination - NY - LI.	txt	
30000 - Technical Occupations 30010 - Air Traffic Control Specialist, Center (HFO) 30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician 30210 - Laboratory Technician 30240 - Mathematical Technician 30240 - Mathematical Technician 30361 - Paralegal/Legal Assistant II 30362 - Paralegal/Legal Assistant III 30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant III 30365 - Paralegal/Legal Assistant III 30366 - Technical Writer II 30461 - Technical Writer II 30462 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician II	(see 2) (see 2)	40. 33 27. 82 30. 63 22. 43 26. 50 31. 09 29. 15 25. 21 19. 69 26. 50 29. 42 31. 09 19. 98 22. 47 25. 28 31. 22 38. 08 46. 20 21. 10 21. 37 31. 09 23. 36 28. 94 35. 39 42. 84 28. 11 26. 41 32. 29 39. 84 25. 63 31. 02
	(see 2)	37. 18 25. 63 25. 63 29. 42
Surface Programs 30621 - Weather Observer, Senior	(see 2)	27. 27
31000 - Transportation/Mobile Equipment Operation Occupat 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 31363 - Truckdriver, Heavy 31364 - Truckdriver, Tractor-Trailer	i ons:	16. 40 19. 89 16. 75 10. 05 17. 80 13. 37 17. 80 18. 87 24. 52 24. 52
99000 - Miscellaneous Occupations 99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard		18. 74 13. 34 27. 84 15. 21 15. 97 34. 64 18. 15 16. 23 19. 78 22. 36 21. 17 14. 70 15. 04

99830 - Survey Party Chief	26. 35
99831 - Surveying Ai de	15. 48
99832 - Surveyi ng Techni ci an	20. 42
99840 - Vending Machine Attendant	23. 41
99841 - Vending Machine Repairer	25. 44
99842 - Vending Machine Repairer Helper	21. 46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer Page 7

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNI FORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, Page 8

unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

Page 9